



2013 立邦中国 企业社会责任报告

Nippon Paint China CSR Annual Report





关于本报告

大自然的创造力，超乎世上任何一位艺术家，而人们对于色彩的渴望，正是源自我们所处的世界如此多彩而美好，这是立邦一直极力在生产环保产品的同时，仍期待能够保存大地原始精彩样貌的原因。现今，我们已经无法将自然环境与企业本身的商业运营完全分离，我们将世界的色彩以及保护环境融入到“立邦，永续大地精‘彩’”(ECO+COLOR)核心精神中。本报告为立邦 2013 年度立邦中国企业社会责任报告，主要涉及公司 2013 年度履行经济责任、环境责任和社会责任所开展的项目和取得的成果，希望本报告能够让您充分了解立邦中国企业社会责任的诚意。期待您的宝贵意见与建议，帮助我们在企业社会责任方面有更好的表现。本报告于 2014 年 2 月正式发布。您可以登录立邦企业社会责任网站浏览或下载本报告的电子版，并了解更多相关信息。

About this report

The beauty of nature surpasses all artists creations. Peoples' longing for colors comes from beautiful world we live in. This is why Nippon Paint has always been trying to preserve the original outlook of the landscape while producing green products. Today, we can no longer separate the environment completely from the company's commercial operation, because we have integrated natural colors and environmental protection with Nippon Paint's core spirit—"ECO+COLOR". 2013 Nippon Paint China CSR Annual Report talks about events Nippon Paint carried out to fulfill its economic, environmental and social responsibility and corresponding achievements. We sincerely hope that this report would inform you Nippon Paint China's CSR principles and share with you the ideas and inspiration in action. Your valuable comments and suggestions will be appreciated which will help us to perform better in our CSR duties. This report will be released in Feb, 2014. You can browse or download this report from Nippon Paint China's CSR website www.ecocolor.com.cn.

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目录

Contents

- 02 **立时集团未来发展寄语**
Message for Nipsea Group's Future Development
- 04 **关于立时集团**
About Nipsea Group
- 06 **立时集团企业文化与理念**
Corporate Culture and Philosophies of the Nipsea Group
- 08 **2013 年立时集团公益项目分享**
An Overview of Charity Projects in Nipsea Group
- 10 **关于立邦中国**
About Nippon Paint China
- 12 **立邦中国未来发展寄语**
Message for Nippon Paint China's Future Development
- 16 **立邦中国，我们共创精彩**
Nippon Paint China Joins Hands With You to Paint Wonderful Life Together
- 22 **2013 年立邦中国 CSR 成果**
CSR achievements of Nippon Paint China in 2013
- 24 **2013 年立邦企业社会责任概览**
Nippon Paint CSR Overview in 2013
 - 1+3 计划
"1+3" Project
 - 绿色行动
Green Movements
 - 员工关怀
Employee Care
 - 为爱上色
Color, Way of Love
 - 社区关怀
Society Care
- 83 **立时集团中国成员**
Members of the Nipsea Group in China



立时集团首席执行官 黄守金

Wee Siew Kim
Group CEO
Nipsea Group

愿景共享，永续大地精彩

立时的企业文化是“Lean for Growth”（精益成长），这是一种需要所有员工共同了解的理念，也是一项日复一日的行动。因此，我们的企业社会责任（CSR）行动，是以我们的员工为中心，让员工有能力去完成那些对于环境、对于社会的有益之事，那也正是我们真正激励他们去做的事。我们期望企业社会责任来自于各个家庭、各个员工，并且是有组织的、集体的，每个人都能参与的活动。我们向所有员工阐述的企业社会责任精神是“立邦，永续大地精彩（ECO Color）”。“永续大地精彩”是两个词的结合，生态（eco）涉及我们真正希望对环境和社会所做的事情，因此它为我们的企业社会责任工作设置了一个环境：“社会与环境”；“色彩”（color）是我们期待为环境带来精彩，我们在意的是如何概括我们对环境所做的贡献。

CSR工作必须年复一年地继续下去，而不是一次性的工作。我们还想要确保这些CSR工作对于我们的员工具有激励意义，可以为我们带来价值，可以让我们的员工对公司正在进行的事业引以为傲，同样也可以让我们的股东们继续同我们紧密合作，所以这就是激励方面的内容。当然，每一年CSR工作都需要进一步升级。我们更希望的是中国某个区域进行的立邦CSR工作可以扩大规模，进而延伸到其他亚洲区域。然后，我们就可以一起齐心协力，让每个人都相信我们的信念，相信我们“永续大地精彩（ECO Color）”的CSR理念。

立邦集团在全球14个国家运营，每个国家的情况都不一样，它们的发展程度不一样，需求水平不一样，做事方式也不一样。因此我们必须按照当地的需求和政府政策来开展CSR工作。我们怎样做好这一点并帮助当地市场呢？我们的CSR团队必须本土化。比如，我们的“为爱上色”项目，这个项目是为中国希望工程所开展的，而这种项目是中国独有的。通过这个项目，我们进入了中国偏远的农村地区，这里的孩子们太需要外界的帮助了。

因此我们会根据当地CSR项目的要求进行调整，我们要让当地的员工觉得他们所做的是在回馈社会。他们知道这都是为了他们的国家，他们自然会感到自豪。做这些CSR工作必须得到我们员工的支持，汲取新的能量，提高积极性。所以我们始终认为，无论做什么，我们都必须符合当地的做法，确保当地的人民能够接受它并且满怀热情地去完成它。企业社会责任，我认为就是要给人们带来希望，不管是我们公司内部，还是对公司外部的人。我希望我们的社会活动做得越来越成功，而这就意味着第一立邦将变得越来越强大。我们的生意越做越好，我们能做的事也就越来越多，那么，我们的企业社会责任感就会不断增强。

用一句话来概括我对于企业社会责任的愿景，就是愿我们的社会活动做得更多更好。员工、企业、社会的精彩，是一个正向的循环，也是我们企业社会责任（CSR）的目标。未来，立时集团允诺将携手更多战略合作伙伴，以更具创新的本土化模式、更大范围的公益活动，为社区关怀注入色彩能量，将色彩带入亚洲的各个角落，一同收获更加丰硕的可持续发展成果。



立时集团 未来发展寄语

Eco Color, Our Wish

Over the past year, the Nipsea culture has been encapsulated in the rallying call "Lean for Growth". Culture is the collective beliefs of all our family member and the practices call upon as we go about our work, day-in and day-out. As a result, our CSR activities also have to be employee-centered. It has to be something that starts from home and through the efforts of every employee. Through organization and doing things collectively, through everybody's effort, we can do more. The Nipsea CSR approach has to offer our employees as a platform to participate and do their part for the environment and the community. The theme of Nippon Paint China's CSR is Eco Color. "Eco Color" is the combination of two words : Eco is really what we are trying to do for the environment and the community; and Color is how through our business of colourful coating that we are expressing ourselves.

Our CSR activities should be sustainable and are carried on year after year. It should not be once-off activity. These activities and initiatives should be motivational to our staff and we also value it. They have to be scalable, too. For example, we want a CSR initiative we did in one part of China our CSR be reproducible in another part of China. Together we do something that is consistent with what we set out to do under the theme of Eco-Color.

The Nipsea Group operates in 14 countries. Each country is different, at a different stage of development and have different requirements and needs, with different culture. Consequently, our CSR effort must be adapted to what each country needs. Our CSR approach has to be localized. For example, China's "Color, Way of Love" programme is successful because there are government driven Hope Schools, which are unique to China. Through these Hope Schools system, we can reach out to the rural areas where the children have a wide range of needs that many well-meaning organizations and corporations can try to help. For example, The Malaysian Group has an approach that

Message for Nipsea Group's Future Development

reaches out to the orphanages. The Singapore Group has efforts that transform the needs of the under privileged children.

As we align to the local country development needs, our local employees could relate to and recognize that they are contributing to their societies. To succeed, our CSR effort needs our staff's enthusiastic support, fully embracing and executing with lots of passion. I hope our CSR activities can grow from strength to strength, which only can happen if Nippon Paint China is growing stronger in our business, then enables us to do more.

I look forward to the different countries in the Nipsea Group coming together and contributing their parts, in their own ways to our Group CSR effort.



立时集团首席执行官 黄守金
Wee Siew Kim
Group CEO
Nipsea Group

关于 立时 集团

立时集团由吴清亮先生于 1962 年在新加坡创立，是亚洲知名的涂料公司之一，负责管理立邦在亚洲区域的运营业务。立时集团以诚实、智慧和追求卓越的核心价值观念为导向，坚持提供创新的产品及贴心的服务，并持续性的为保护和美化环境而努力。在产品开发、研究、管理以及制造方面凭借专业的能力与丰富的经验，坚定不移地加强对产品质量与服务的重视，不断推出优质的产品来满足消费者的需求。严格遵循安全健康及各项环境指标，提高产品环保可持续发展的品质，不遗余力地以最小的资源消耗，去降低任何对环境造成影响的可能，这是立时集团多年来领先市场的关键所在。

立时集团在亚洲区已经建立了超过 30 家制造工厂，业务横跨 14 个国家和地区，包括：孟加拉国，中国，中国香港，印度，印度尼西亚，韩国，马来西亚，巴基斯坦，菲律宾，新加坡，斯里兰卡，中国台湾，泰国以及越南等地。立时集团不断探索新技术和新市场，创造涂料革新，以满足不断变化的客户需求，如今，年产涂料 200 万吨，年净收入高达 54 亿美元，立时集团当仁不让地成为亚太区第一领导品牌。

取得这样的成绩，离不开立时集团 15000 名员工的有力支持，从产品开发、生产到项目管理，是员工们在公司各项业务上的高效付出不断推动着集团的成长。立时集团同样十分重视员工的个人发展，在职场中创造空间，最大限度地发挥每个人的潜力，建立信任并创造集体的自豪感和认同感。

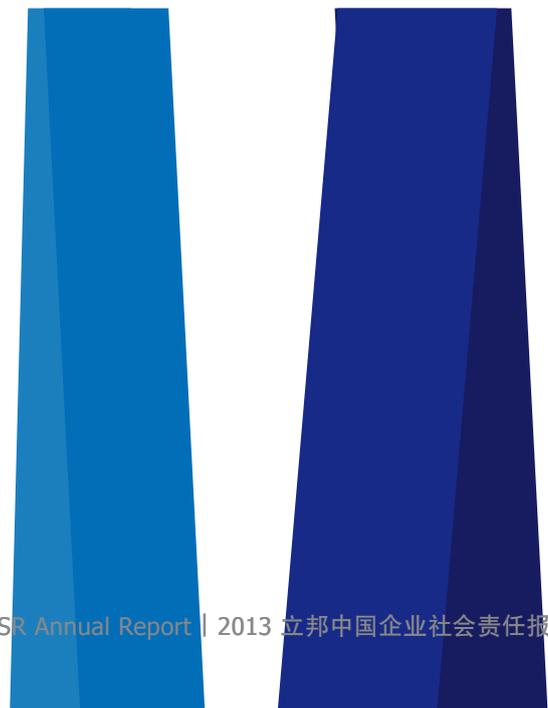


Founded by Mr. Goh Cheng Liang in 1962 in Singapore, Nipsea Group is a well-known Asian paint manufacturer in charge of Nippon Paint's operational business in Asia. Driven by the core value of honesty, integrity and pursuit of excellence, Nipsea Group will strive to offer most innovative products, dedicated services with environmental concern. With ample expertise and experiences in the product development, research, management and manufacturing, Nipsea Group is continuously strengthening the quality of product and service in order to satisfy the demands of consumers. Through strictly conforming to the benchmarks of safety, health and environmental protection, Nipsea Group is upgrading its products to meet the requirement of sustainable development. Nipsea Group will spare no effort to minimize resource consumption and reduce any negative influence on the environment. Nipsea Group believes that this is the way to keep us as a leader both locally and internationally.

Nipsea Group manufactures and sells Nippon Paint products in 14 Asian countries and areas, including Bangladesh, China, Hong Kong, India, Indonesia, Korea, Malaysia, Pakistan, the Philippines, Singapore, Sri Lanka, Taiwan, Thailand and Vietnam. Nipsea Group unceasingly explores new technologies and new markets, creating revolutionary paintings to meet the ever-changing customer demands. Today, its annual output reaches 2 million tons, reporting annual net revenue of 5.4 billion US dollars. Nipsea Group has become the true leading brand in the Asia-Pacific region.

This reputation is underpinned by our 15,000-strong workforce efficiently serving all aspects of the business from product development and manufacturing to project management that brings the group forward. Meanwhile, Nipsea Group also attaches great importance to employees' personal development. It creates room for development in the company, develops to every employee's potential, builds trust and creates collective senses of pride and recognition.

About Nipsea Group





以精益成长，
打造永续精彩全新能量

Lean for Growth, our way of life

立时集团企业文化与理念

Corporate Culture and Philosophies of the Nipsea Group

在企业追求成长的同时，资源能耗跟随成长看似无可避免。然而，在立时集团，我们相信，真正的成长是来自于做正确的事，只将资源与精力集中运用在使企业有效成长的事情上，尽最大可能减少一丝一毫的浪费，才是兼具成长与可持续发展的最佳途径。当我们能够用更少的资源达到同样的成果，就代表我们保留了更多的空间给我们所在的这块土地。

“精益成长”（LFG, Lean for Growth）是立时集团 2012 年起致力形塑的企业文化，经由四个面向聚焦**稳健增长、质量优先、提升效率、优化收益**，打造全新的运营成长契机。通过以价值为导向的成本观念，在运营过程中杜绝浪费、除去冗余流程，为客户创造更大的价值并为立时带来真正的成长。集团发展真正的增长将会来自于精炼的成本结构以及团队对价值正确的思维方式。精益成长计划实施，发展企业成长契机，已是立时运营战略的重要关键。这一企业文化推动的深化程度同时预示立时能够保持竞争优势与市场主导地位的實力。

LFG “精益成长”计划在 2013 年初设定了 15% 的高幅度精益目标，在立时集团每一个成员积极参与思考、发现、计划并执行精益行动的努力下如期达成，特别是立时总部，立邦中国、马来西亚、斯里兰卡等更达成了高于水准的表现。

When pursuing growth, consumption of resources seemed to be inevitable. However, at Nipsea Group, we believe that real growth comes from doing right things, and that the best way to combine company growth with sustainable development. It is to focus all resources and energies on the rapid and efficient growth of the company while reducing waste. When we can achieve the same effects with less resources, it is better for mother Earth.

Lean for Growth (known as LFG) is the corporate culture formulated by Nipsea Group since 2012, which aims to realize **steady growth, prioritizing quality, enhancing efficiency, and optimizing returns** so as to forge an enterprise that we are all proud to be associated with. With value-oriented cost concepts and reduce waste, we create higher values for our clients and bring true growth to Nipsea Group. The true growth of the Group will come from refined cost structures and our team's correct values. Implementing the "Lean for Growth" project and creating opportunities for company development have become key issues in Nipsea Group's operational strategy. The deepening degree of this corporate culture indicates Nipsea Group's strength in maintaining competitive advantages and a dominant market position.

At the beginning of 2013, the LFG project set down a high target of a 15% growth rate. Thanks to all Nipsea employees' active thinking, discoveries, plans and efforts, the goal has been achieved on time. In particular, the performance of the Nipsea Group Headquarters, Nippon Paint China, Nippon Paint Malaysia, Nippon Paint Sri Lanka reached a higher level.



我们用不同的方式， 带去爱与温暖

We use different ways, to show love and caring

2013 年立时集团公益项目分享

An Overview of Charity Projects in Nipsea Group

当企业越有成就的时候，应该给予社会更多的回馈—这是立时集团创始人吴清亮先生的信念之一。无论在哪一个国家，立时集团始终坚持履行对当地的社会责任，对弱势群体的关爱，让更多人看见、感受、参与这个世界的精彩！

An enterprise should contribute more to the society when it has more achievements, which is one of Mr. Goh Cheng Liang's beliefs of, the founder of Nipsea Group. No matter in which country, Nipsea Group has always been committed to fulfilling social responsibility and showing care for groups with challenged conditions, so as to bring colors and hopes to more people.

Renew your world @ 新加坡

Renew your world @Singapore



"Renew Your World" 计划是立邦新加坡和国际性非营利医疗教育组织奥比斯 (ORBIS) 合作的一个项目。该计划由立邦新加坡出资，通过奥比斯在亚洲范围内寻找、帮助及治疗患有严重视力障碍，如失明、白内障、青光眼等眼疾的弱势儿童。

立邦新加坡希望可以通过这个计划为这些儿童创造一个全新的生活和一个充满色彩的未来，并计划在 2014 年前至少为 400 名有视力障碍的儿童提供治疗服务。

The "Renew Your World" project is a collaboration between Nippon Paint Singapore and the international non-profit medical organization, ORBIS. Funded by Nippon Paint Singapore and partnered with ORBIS, this project is committed to seeking, helping and treating the children with serious sight diseases, such as blindness, cataracts, glaucoma, etc. in Asia. Nippon Paint Singapore wishes to create a brand-new life and a colorful future for those children through this project, and plans to provide treatment for at least 400 children with eye diseases by 2014.

Colour my world @ 新加坡

Colour my world @Singapore



在 2012 年立时集团 50 周年庆之际，立时集团捐出 330 万新加坡元的善款，用来帮助弱势儿童，协助与改善贫困儿童的生活水平。该笔善款将在未来两年内被分配用于精心挑选的 19 个慈善机构的项目中。2013 年，首批善款被用于为其中的一些儿童之家、社会福利中心等慈善机构进行公益涂刷、焕彩内外墙，同时还为孩子们改造房屋、维修和更换风扇、轮椅以及往返接送的巴士等设施，为他们提供更好的学习、康复和生活环境。

Upon Nipsea Group's 50th Anniversary in 2012, Nipsea Group donated 3.3 million Singapore dollars to help the children with challenged conditions and improve the living standard of children in poverty. This fund will be allocated to 19 carefully-selected charity projects in the following two years. In 2013, in an effort to provide better learning, rehabilitating and living conditions, the first batch of the charity fund has been used in painting some children's homes, social welfare centers and other charity organizations, renewing inner and outer walls, as well as building structures, maintaining and replacing equipment such as fans, wheelchairs and buses for children.

Colorful dreams @ 马来西亚

Colorful dreams @Malaysia



"Colorful Dreams" 是由立邦马来西亚与非营利公益组织 Persatuan Kebajikan Generasi Gemilang (PKGG) 共同合作的公益项目。该项目以“今日创造欢乐，明天成就希望”为主题，旨在

在整个马来西亚范围内，通过改造贫困孩子们的住房，为孩子们提供一个安全、有利于他们生活和成长的环境，同时将孩子们的情感需求作为关注的重点，以全方位的关怀支持孩子们的个人成长。立邦马来西亚还号召当地群众共同参与，表达对这些孩子的关爱，用一颗颗爱心去改变这些孩子的未来。

The "Colorful Dreams" project is a collaboration between Nippon Paint Malaysia and Persatuan Kebajikan Generasi Gemilang (PKGG), a non-profit organization. This project which is on the theme of "Create Joy Today, Hope for Tomorrow" is a nationwide initiative in Malaysia to provide a safe and conducive environment for underprivileged children living in homes through physical makeovers. The project also focuses on children's emotional needs, and supports their personal development in a comprehensive way. In the meantime, Nippon Paint Malaysia has also called on local business partners to participate in the project, in an effort to express care for these children with a loving heart to give them a better future.

刷新幼儿园 @ 印度尼西亚

Refreshing kindergartens @Indonesia



立邦印度尼西亚与当地电视台和艺术家合作，为当地 5 所年久失修的幼儿园刷新墙面。涂刷中所使用到的涂料皆为环保无害的立邦涂料，希望在为幼儿园换上

新装的同时，能为孩子们创造安全无忧的环境。此外，孩子们也参与到了粉刷的工作中，立邦印度尼西亚希望通过让孩子们亲自刷新自己的幼儿园，赋予他们展现想象力和创造力的空间。刷新幼儿园的视频在社交网络 Youtube 上一经发布立即获得了良好的反响。

Nippon Paint Indonesia collaborated with local television station and artists to put in a fresh coat of paint for kindergartens that have been under the weather for some time. The product used in the project, Nippon Paint Spot-less, is not only safe for children but also has Anti-Stain Technology that repels stains, so the walls stay clean longer. The young students are also involved in the repainting so as to allow them to give a free play to their imagination. Video recordings of this project posted on Youtube were watched by a strong following.

立邦亚洲青年设计师大赛 @ 亚洲

Nippon Paint Young Designer Award @Asia



2008 年，立时集团在亚洲区推出了立邦亚洲青年设计师大赛，该项赛事每年举办一次，旨在激发亚洲年轻室内设计和建筑设计力量的创新能力，鼓励他们关

注绿色环保设计理念，推动未来的可持续发展。2012 年立邦中国首度正式加入该项大赛，期望通过这一平台为中国设计新锐们与亚洲其他国家设计师提供沟通交流的机会，同时也期望借此大赛呼吁社会公众关注自己身边的建筑，从自身做起降低碳排放，共创绿色美好未来。2013 年立邦亚洲青年设计师大赛的主题是“RE:THINK RE:CREATE”，各位参赛设计师在反思中创新，用设计为大家描绘了一个更绿色更美好的未来。

In 2008, Nipsea Group launched the Nippon Paint Young Designer Award (NPYDA) in Asia. This annual event is held to inspire young interior designers and architects in Asia to be more innovative, and promote green design concepts among them for a sustainable development for the future. In 2012, Nippon Paint China made its first official appearance in the Award, with the hope to use this platform as an opportunity for young Chinese designers to communicate with their counterparts from other countries in Asia, and to call public's attention to buildings and architectures around them. The theme for 2013 Nippon Paint Young Designer Award is "RE:THINK RE:CREATE", in a bid to push design boundaries for a greener and brighter tomorrow.

医院及小学涂刷 @ 台湾

Painting for schools and hospitals @Taiwan

2013 年立邦台湾积极参与到多项公益行动中，为医院、小学等多类公共建筑及新建工程提供涂刷赞助。其中包括门诺医院长期照护中心的刷新，寿丰分院的新建工程、以及家扶中心青少年矫正中心的涂刷赞助。此外，立邦台湾还联合了撰写《第一次油漆就上手》的台湾作家刘雪兰，为新竹文山国小外墙教室进行创意彩绘涂刷。

In 2013, Nippon Paint Taiwan has actively participated in a number of charity projects, and provided painting for various kinds of new construction projects and public constructions such as hospitals and schools. Such projects include: refreshing Long-term Care Center of Mennonite Christian Hospital, painting new buildings of Shou-Fong Branch of Mennonite Christian Hospital, and refreshing juvenile rectification center of family support center. In addition, Nippon Paint Taiwan collaborated with the Taiwanese writer Liou Hsueh-Lan, the author of *Dressing Up Your Walls*, to put creative color paintings on the outer walls of Wunshan Elementary School in Hsinchu.

关于 立邦 中国

立邦中国隶属于新加坡立时集团。1992年，立邦进入中国，近年来成为中国涂料行业的领导品牌。立邦一直以美化和保护人们的生活为己任，不断创造出品质优越的产品，让美丽的色彩足迹遍及中国每一角落。作为亚太地区最大的涂料制造商，立邦始终以开发绿色产品、注重高科技、高品质为目标，以技术力量不断推进科研和开发，使立邦始终处于领导地位，最大程度满足社会和市场的需求。立邦业务范围广泛，涉及到多重领域，其中的建筑涂料、工程涂料、汽车涂料、汽车修补涂料、一般工业涂料、卷材涂料、重防腐涂料、粉末涂料等更是在行业里名列前茅。上海世博会场馆、奥运会重点场馆、广州亚运会场馆、中央电视台新台址等，他们的表面无不在立邦涂料的保护下熠熠生辉。立邦丰富了人们日益美好的生活，越来越受到人们的瞩目和信赖。

立时集团在中国的成员包括：立邦投资有限公司、立邦涂料（中国）有限公司、廊坊立邦涂料有限公司、立邦涂料（天津）有限公司、广州立邦涂料有限公司、立邦涂料（成都）有限公司、雅士利涂料（苏州）有限公司、立邦涂料（常州）有限公司、立邦涂料（郑州）有限公司、立邦涂料（佛山）有限公司、立邦工业涂料（上海）有限公司、立邦涂料（河北）有限公司、凯柏立邦汽车涂料（上海）有限公司、立邦涂料（沈阳）有限公司、日涂（上海）涂料研究开发有限公司。

2010年，立邦中国启动以“立邦，永续大地精‘彩’”（ECOLOR）为核心精神的企业社会责任计划，将“ECO（绿色、生态）”和“COLOR（色彩）”相结合，以自然、经济、责任三大循环为使命，宣示全力开发低碳环保涂料，并将全面落实员工关怀、1+3计划、为爱上色、绿色行动和社区关怀五大企业社会责任项目，将企业社会责任转变为品牌可持续发展的推动力。作为立邦商业战略中的重要组成部分，立邦协同战略合作伙伴一起开展企业社会责任的相关活动，并把其衍生至全社会及所有的利益相关者，共同实现保护环境，实现绿色生活的最终承诺。



About Nippon Paint China

Nippon Paint China is an affiliated company of Nipsea Group. It entered the China market in 1992 and is committed to beautify and protect people's life by manufacturing quality products and providing beautiful colors in all parts of China. It has become the leader in the Chinese coating industry and among the top paint manufacturers in the world. As the largest paint manufacturer in the Asia-Pacific region, Nippon Paint has been continuously striving for green products development, high technology and outstanding quality. Nippon Paint has been maintaining its leading place and meeting the social and market demands by pursuing high technology and high quality and constantly propelling research and development with technology. In the comprehensive spectrum of business, Nippon Paint comes out top in architectural coating, project coating, auto coating, auto refinish coating, industrial coating, coil coating, heavy duty coating, and powder coating industries. Landmark signatures such as the Shanghai Expo venues, the Beijing Olympic Games venues, the Guangzhou Asian Games venues and the new CCTV building, all of these radiate with the protection of Nippon Paint. Nippon Paint is gradually gaining trust and attention since it has lighted up people's life.

Its subsidiaries in China include Nippon Paint China Holdings Co., Ltd, Nippon Paint (China) Co., Ltd, Langfang Nippon Paint Co., Ltd, Nippon Paint (Tianjin) Co., Ltd, Guangzhou Nippon Paint Co., Ltd, Nippon Paint (Chengdu) Co., Ltd, YSL Paint (Suzhou) Co., Ltd, Nippon

Paint (Changzhou) Co., Ltd, Nippon Paint (Zhengzhou) Co., Ltd, Nippon Paint (Foshan) Co., Ltd, Nippon Paint Industrial Coating (Shanghai) Co., Ltd, Nippon Paint (Hebei) Co., Ltd, BK&NP Automotive Coating (Shanghai) Co., Ltd, Nippon Paint (Shenyang) Co., Ltd, Nippon Paint (Shanghai) Research & Development Co., Ltd.

In 2010, Nippon Paint China launched the CSR project centering ECOLOR that integrates ECO and COLOR, and sets forth the three segments, nature, economy and responsibility, as our mission. In this project, Nippon Paint China marched towards low-carbon footprint and environmentally friendly paints while implementing the five major CSR projects, namely "Employee Care", "1+3 Project", "Color, Way of Love", "Green Movements" and "Society Care", pledging to work for a more balanced ecosystem and a more friendly world. Nippon Paint has invited strategic cooperative partners to join its CSR projects as a vital part of business strategy. The CSR projects, having connected all the stakeholders in the whole society, are pooling efforts to protect environment to realize a sustainable development.



立邦中国区总裁兼建筑涂料事业群总裁 钟中林
Eric Chung
President of Nippon Paint China and Trade Use Unit

立邦中国 未来发展寄语

生活的精彩，来自有生命力的色彩

“讚”文化， 立邦中国可持续发展的推动力

立邦中国的成长伴随着中国涂料行业的发展而起，对行业的深入洞察让我们更清晰的感受到需求的转变。过去中国快速的城市建设，让涂料成为了刚需，然而近两年城市发展趋缓，消费者对涂料的需求开始由需要 (Demand) 向想要 (Want) 转变，能否提供优质产品与更好的服务成为涂料品牌差异化竞争的关键。但是不管市场如何变化，立邦始终以不变的承诺，积极履行企业社会责任，将绿色环保理念融入整体企业文化、产品开发中，同时推出“刷新服务”，打造全面的一站式服务体验，鼓励客户通过色彩创造不一样的精彩生活。

“讚”文化 助力推动内外部可持续发展平台

回顾 2013 年，我们希望从内部做到员工的认同，客户的支持，供应商的赞美，消费者的满意，这也就是为什么有涂装体系的推出，为什么在内部有很多的 CSR (企业社会责任) 活动要持续的开展，对一个文化的打造，它不是一触可及，也不是拍脑门可以做到的，所以需要大家一起来完成，有启动就有未来。立邦的 CSR 以内外拉动来形成一个企业、员工与利益关系者的良善共生圈，从内部员工关怀向外延伸，拉动员工参与到企业社会责任中，形成独特的服务文化精神。我们期待以沟通、开放作为“讚”文化的精神内涵，将更多的目光聚焦在员工关怀上，从让员工满意开始，创造轻松愉快的工作氛围，由内而外的让消费者、供应商满意，获得市场占有率，获得真正的“讚”。

同此思维，我们拉动更多外部力量共同参与到公益项目里。在 2013 “为爱上色”五周年之际，创新实现了“拉帮结派”的理念，邀请具有相同愿景的企业、组织一起做公益，真正将开放式公益平台的价值落到实处。在公益形式上，也不断谋求变化，因此推出“因爱之名，刷新生活”地铁彩绘艺术展，通过立邦环保涂料为城市地铁站刷上一道靓丽的风景，并结合义卖成功为“为爱上色”项目募集善款，让立邦的爱走得更远更精彩。

The vibrant life comes from vibrant colors

The culture of "Zan", the driving force for Nippon Paint China's sustainable development

The growth of Nippon Paint China goes hand in hand with the development of the coating industry within the country. Due to our understanding of the industry, we are more clearly aware of the changes in market demands. In the past, the rapid urban construction in China made paints a rigid demand; however, with the slowdown of urban development in recent years, the need for paints has shifted from "Demand" to "Want". Therefore, quality products and better services have become the key factors of differentiation in the competition among paint brands. No matter how the market changes, Nippon Paint has always honored its commitment to actively fulfill its social responsibility, and to integrate green concepts into its overall corporate culture and product development. In addition, Nippon Paint China has provided "Renewal Service", which is a one-stop painting service experience for customers to help them bring colors and action into their lives.

"Zan" Culture is the platform for internal and external sustainable development

Looking back in the year 2013, we hoped to win approval from our employees, appraisal from suppliers, and applause from consumers through our own endeavors, which is why we forged a painting system. We also carried out a number of CSR (Corporate Social Responsibility) programs within our company and will continue to do so. The building of a corporate culture is not an easy-to-reach or a theoretical undertaking, but one that requires joint effort and constant action. Nippon Paint China's CSR has formed a virtual network among the corporation, the employees, and the stakeholders through both internal and external endeavors. We start from internal Employee Care, and reach out to encourage our employees to take part in Corporate Social Responsibility, thereby forming a unique culture of service. By incorporating communication and openness in the spirit of "Zan" Culture, we are looking forward to putting more focus on Employee

Message for Nippon Paint China's Future Development

Care and building a pleasant and friendly atmosphere at work. Starting with addressing the satisfaction of our employees, we expect to expand our efforts to reach to our customers and suppliers, thereby expanding "Zan" Culture.

Likewise, we encourage more external parties to join us in our welfare projects. As we celebrate the 5th anniversary of "Color, Way of Love" program, we have taken an innovative approach where we extend the invitation to enterprises and organizations who share the same vision as us to join us in our welfare programs. By doing so, we have welfare platform. We also seek diversity in the types of welfare. For example, we held a subway painting exhibition titled "Fresh Beginning for Love", where artists were invited to create artworks using Nippon Paint's environmentally friendly coatings, and turned a common subway station into a colorful art gallery. The exhibition and the sale afterwards successfully raised funds for the "Color, Way of Love" project, and helped to further spread Nippon Paint's public welfare spirit.



立邦中国区总裁兼建筑涂料事业群总裁 钟中林
Eric Chung
President of Nippon Paint China and Trade Use Unit



立邦中国区工业涂料事业群总裁 杨铭潜
Michael Yang
President of Nippon Paint China Industry Use Unit

精益成长实践绿色行动

因为 Lean (精益), 为我们实现了更大的可能性。2013 年是立邦推行“Lean for Growth”精益成长项目 (简称 LFG) 的第二年。在 2012 年初步探索的基础上, 今年精益成长项目在企业及集团内部深入推广, 且在实践中逐步得到完善。在“**稳健增长、品质优先、提升效率、优化效益**”这四大核心理念循序渐进的推广中, 精益成长对于企业在可持续发展上的推动作用正逐渐显露成效。2013 年, 绿色理念的推行成为工业涂料事业群的重点工作之一: 工业涂料事业群建立了中国第一条 IPP 水性免中涂的生产线, 一般工业涂料事业部发展了低温符合 RoHS (有害物质限制指令) 标准的电泳产品; 卷材涂料事业部持续开发低温固化产品。开发环保产品非常重要, 但更为重要的是要在生产过程中降低涂装成本, 为减少排放、节约能源做出卓越贡献。与此同时, 我们也鼓励员工参与绿色行动, 全力推行绿色环保理念, 通过改造生产设施, 改善生产工艺, 实现节能减耗, 让我们的产品更为环保的同时, 让立邦的品牌能在市场中保持可持续的发展, 实现“永续大地精彩”的立邦企业社会责任 (CSR) 精神。

精益成长贯彻企业文化

市场瞬息万变, 内外部格局多样, 工业涂料事业群正面临着巨大的机遇和挑战。而 B2B (企业对企业) 的商业模式对于团队成员间的合作及产品的品质有着非常高的要求。如何利用技术优势抢占市场先机, 如何为客户提供增值服务, 对于正在高速发展的工业涂料事业群而言尤为重要! 我们需要建立属于自身的、特有的企业文化, “凝聚共识, 带领我们朝向可持续地发展”。

“员工与股东”利益的精益成长是我们企业的核心宗旨。员工是我们最大的财富, 我们要让员工获得自豪感、归属感与满意度; 在公司持续发展的过程中, 我们同样要为股东创造利润与价值。在工业涂料事业群的企业文化中, “PAINT” 不仅代表着油漆与立邦品牌的渊源, 同时也代表着“合作 (Partnership)、适变 (Adaptability)、诚信 (Integrity)、创新 (New ideas)、团队 (Team)” 五大价值观, 它们相辅相成, 融为一体。2013 年, 在企业社会责任理念的指引下, 我们组织和开展了多种形式的活动, 帮助员工了解和熟悉我们企业文化的价值观, 并且正在将“精益”的理念逐步渗透到每位员工的工作和生活中。

企业社会责任的践行落实可持续发展

CSR (企业社会责任) 的管理模式是立邦中国运行的框架; 而 LFG (精益成长) 则是在为建立这个重要的过程中不可或缺的理念, 如果能将两者相乘并行, 最终就能把公司建设成为一个有价值、有利润的健康发展的企业。为此, 工业涂料事业群将持续推进精益成长的管理文化, 借助精益成长项目创造出的良好企业氛围, 以持续创新、对环境友好的产品与技术全力支持全球企业客户, 用立邦优质的产品和服务来获得经营上的正向循环成果, 为我们所生活的世界创造更多精彩的承诺。

立邦中国
未来
发展寄语

Lean for Growth (LFG) for green movement

Thanks to Lean, greater possibilities have come true. 2013 is the second year for Nippon Paint's Lean for Growth (referred to as LFG) program. On the basis of the initial attempt in 2012, this year, LFG has been further implemented inside our group, and has been improved bit by bit through practice. With the progressive promotion of the four core concepts, "sound growth, prioritizing quality, enhancing efficiency, optimizing returns", LFG has gradually proved its effect in promoting sustainable development for the company. The execution of green concept has become one of the priorities for Nippon Paint Industry Use Unit in 2013. For example, Industry Use Unit put in place China's first production line using IPP water-based primerless paint system; GIU (General Industrial Use) developed electrophoresis products that could meet RoHS (Restriction of Hazardous Substances Directive) compliance regulations at low temperatures; CCL (Coil Coating Line) persisted in developing low temperature curing products. It is essential to develop environmental-friendly products, yet it is even more important to lower paint cost during production processes, and to make our contributions to emission reduction and energy saving. In the meantime, we have promoted green concept with all effort by encouraging our employees to take part in the Green Movements, and reduced energy consumption through production facilities and improving production processes, which has contributed not only to greener products, but also to Nippon Paint's sustainable development in the market. Thus, we have lived up Nippon Paint's ECOLOR (ECO+COLOR) Corporate Social Responsibility (CSR) spirit.

LFG reflected in corporate culture

In this ever-changing market with diversified structures, the Industry Use Unit of Nippon Paint China is confronted with enormous challenges as well as opportunities. B2B (business to business) pattern places rigid requirements to the cooperation between involved parties and the quality of products. The questions of how to seize the opportunity and take the lead in the market with our technical advantages and to provide clients with value-added services are particularly critical to the Industry Use Unit that is experiencing a rapid growth. We need to establish a unique corporate culture of our own that will lead us to "cohesion, and sustainable development".

The core principle of our corporate culture is to promote LFG in terms of the interest of our "employees and

Message for Nippon Paint China's Future Development

shareholders". As employees are our most crucial asset, we should promote a sense of pride, belonging, and satisfaction for employees. In the meantime, we should also create revenues and profits for our shareholders during our sustainable development. For the corporate culture of Industry Use Unit, PAINT represents not only its literal meaning and our business, but also five complementary values of Partnership, Adaptability, Integrity, New ideas and Team. In 2013, under the guidance of our CSR philosophy, we have organized and carried out various kinds of activities to promote the values of our corporate culture, and have been integrating LFG into their work and daily life.

Implementing CSR for sustainable development

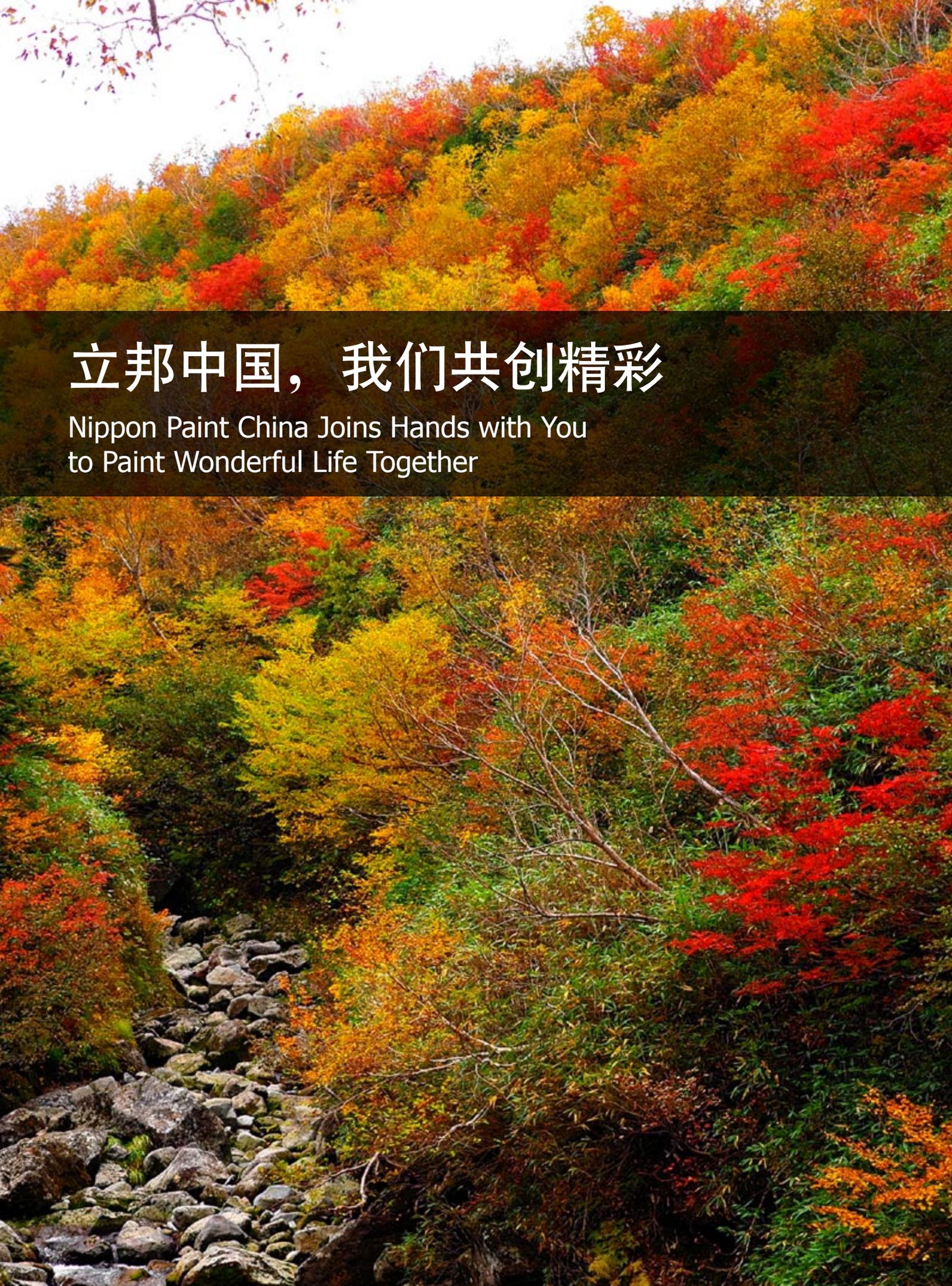
CSR managerial mode is the framework for the operation of Nippon Paint China, whereas LFG is an indispensable concept within. Combining these two will eventually contribute to the sound development of a valuable and profitable company. To this end, the Industry Use Unit will continue to promote LFG to create a conducive atmosphere within the company, to fully support global business clients with innovative and environmental-friendly products, and to encourage a virtuous cycle of operations with our quality products and services. Thus, we will be committed to bringing more colors to our lives.



立邦中国区工业涂料事业群总裁 杨铭潜

Michael Yang

President of Nippon Paint China Industry Use Unit



立邦中国，我们共创精彩

Nippon Paint China Joins Hands with You
to Paint Wonderful Life Together

立邦建筑涂料事业群

Nippon Paint Trade Use Unit

▶ 立邦与您一起，刷新美好生活 — 装饰涂料事业部

Nippon Paint Joins Hands with You to Paint Wonderful Life Together – Decorative Coating Division



立邦装饰涂料事业部，向消费者提供健康环保、丰富质感、色彩绚丽的高品质产品。无论内墙涂料、外墙涂料，木器漆或各式辅料产品，都让立邦成为消费者心目中环保、色彩的代名词，并成为市场领导品牌。同时，在“立邦，为你刷新生活”的品牌理念指引下，立邦不只是继续专注于产品与色彩研发，更立足于向消费者提供效果更好、更环保、更高效、更轻松的涂装体系与刷新服务，为千万家庭刷新美好的生活！

Nippon Paint Decorative Coating Division provides consumers with healthy, eco-friendly, colorful, high-quality products. Coatings for interior walls, exterior walls or wood, as well as various painting related products have made Nippon Paint synonymous with environmental protection products and colors in the eyes of consumers, and have allowed it to become a leading brand in the market. In addition, under the guidance of the brand spirit – "Nippon Paint, Refresh Your Life", the company not only continues to focus on the R&D of products and colors, but also concentrates on providing customers with better, more eco-friendly, more efficient and easier coating systems and refreshing services, improving the life of millions of families.

▶ 当你走入一个城市，最先看见的可能是立邦 — 工程事业部

Nippon Paint, the First Thing You Might Encounter in a City – Project Coating Division

立邦工程事业部，以创造和谐的景观环境为己任。全国百余位工程服务人员穿梭于各个项目现场，为客户提供专业咨询及高质量的立邦产品；全国逾百位专业销售人员确保物流及现场服务系统能做出最有效率的运作；工程色彩设计中心，每年都将依循最新趋势推出年度流行色彩，提供专业迅速的色彩解决方案。

立邦工程事业部曾先后为北京奥运工程、上海世博、广州亚运工程等重大项目提供全方位专业服务，为城市建设涂抹更加亮丽的色彩！

Since its establishment, the Project Coating Division is committed to create harmonious landscape. Over 100 professional engineers visit project sites to provide professional consultation and high-quality products. Several hundred sales professionals cover the country to ensure that the logistic and on-site service systems operate efficiently, and that products and service are provided in a timely manner. The Engineering Color Design Center promotes "Color of the Year" every year based on the latest trends, and promptly provides professional color solutions tailored to your own project.

The Project Coating Division provided comprehensive professional service for major construction projects such as the Beijing Olympics, the Shanghai Expo and the Guangzhou Asian Games, painting the brightest colors for our cities.



立邦工业涂料事业群

Nippon Paint Industry Use Unit

▶ 与涂料相辅相成，打造专业涂装体系 — 立邦基材与辅材事业部

Serving as Auxiliaries of Coating Products to Form a Professional Coating System – Accessories and Substrate Material Division

再美再好的表面，都离不开基材与辅材的支持，它与涂料共同守护人生最重要的地方。立邦的基材及辅材包括内外墙面的底材系统、厨卫底材系统及处理工具、辅助材料，我们提供高耐久、环保的底材产品，并整合超过 30 家国际品牌的辅助材料与工具供应商，与立邦的优质涂料形成整体的涂装体系，为客户提供一站式解决方案。

作为未来长远的发展战略之一，系统化的涂装体系不但是增长的亮点，更重要的是让用户真正享受到立邦高品质与系统化的服务，立邦基材与辅材事业部期待以提供消费者更专业的涂装体系为目标而迈进。

The most beautiful surfaces are inseparable from the support of accessories and substrate materials which are used together with coating products to create a better life for people. Nippon Paint's accessories and substrate materials include underlying materials for interior and exterior walls, underlying materials for kitchens and bathrooms, processing tools and substrate materials. In addition to providing highly durable, eco-friendly underlying materials, we integrate more than 30 international suppliers of substrate materials and tools with Nippon Paint's quality paint to form an overall coating system, which can provide one-stop solutions to customers.

As one of the long-term development strategies for the future, the coating system not only is the highlight of growth but most importantly allows users to truly enjoy Nippon Paint's high quality and systematic service. The Accessories and Substrate Material Division hopes to provide consumers with a more professional coating system.



▶ 谁能让最美的色彩绽放于时速 200 英里？ — 汽车涂料事业部

Making the Best Colors Possible for 200mph
— Auto Coating Division



立邦汽车涂料事业部，是全球少数可提供一体化汽车涂装涂料解决方案，具有研发能力的制造商之一，并始终致力于为中国用户提供优质产品及服务。从以日系客户为主，逐步扩大到中系、韩系汽车制造领域，2013 年更通过多年实践及稳定品质的电泳涂料获得通用汽车全球运营部门认证，创造了历史性的突破，为实现立邦中国“十年十倍”持续贡献的总目标奠定更加坚实的基础。

Nippon Paint Auto Coating Division is one of the small numbers of manufacturers in the world which can provide integrated auto coating solutions and hold R&D capabilities. The Division has always been committed to providing quality products and services to Chinese users. Previously mainly serving customers of Japanese cars, we gradually expanded to the manufacturing areas of Chinese and Korean cars. In 2013, the electrophoresis paint obtained the certification of General Motors International Operations(GMIO), which was a historic breakthrough and laid a more solid foundation for Nippon Paint China to achieve the overall goal of "Tenfold growth in ten years."

▶ 谁能让道路上的汽车始终亮丽驰骋？ — 汽车修补涂料事业部

Refinishing Cars in the Street
— Auto Refinish Coating Division



2003年，立邦汽车修补涂料进入中国市场，以其环保的理念，专业的技术，热诚的服务，始终在行业中名列前茅。立邦汽车修补涂料事业部目前在中国拥有自主的生产工厂和色彩研发基地，4个培训中心，遍及全国的销售网络，专业的售后服务和市场支持。

立邦汽车修补涂料旗下品牌 NAX 是日本汽车修补涂料产品中销量最好的品牌之一，至今已有 30 多年的历史。NAX 代表着 Nippon Paint Auto-refinish X (立邦汽车修补涂料拥有无限的可能)。立邦致力于可持续发展和环境保护，坚持 E3 理念 (Easy- 低耗、Exciting- 高效、Ecology- 环保)，追求卓越，挑战自我。我们相信，我们能够持续开创新的高度。立邦汽车修补涂料产品 NAX (耐可施) 完全融合全新的 E3 概念，在调色性、施工性、遮盖力、环保性等问题上为客户提供一系列的解决方案。面对质量要求高、品质要求稳定的高端客户，NAX 产品均以其无与伦比的产品质量广受好评，其品质获得丰田、本田、日产等汽车制造商的认可。

After entering the Chinese market in 2003, Nippon Paint's auto refinishing paint has always been among the best due to its concept of environmental protection, professional technology and dedicated service. Currently, Nippon Paint's auto refinishing coating division has its own production plant, color R&D base, four training centers, nationwide sales network, professional after-sales service and marketing support.

NAX, a brand under Nippon Paint's auto refinishing paint, is one of Japan's best-selling auto refinishing paint products. It has a history of more than 30 years. NAX represents Nippon Paint Auto-refinish X (unlimited possibilities). Nippon Paint is committed to sustainable development and environmental protection, persists in E3 philosophy (Easy, Exciting and Ecology), pursues excellence, and challenges itself. We believe that we can continuously reach new levels of development. The NAX products of the Auto Refinish Coating Division have complied with the novel E3 philosophy, offering a series of solutions to customers in terms of toning, easiness to execute, strong hiding power and eco-friendliness. According to high-end customers demanding high and stable quality, NAX products have been widely acclaimed owing to superior quality. The product has also gained recognition from Toyota, Honda, Nissan and other automakers.

▶ 引领工业迈向 21 世纪的绿色环保革命 — 一般工业涂料事业部

Environmental Revolution of Industrial Colors in the 21st Century – Industrial Coating Division

立邦一般工业涂料事业部主要从事工程机械、风力发电机、机车、摩托、氟碳、电泳、3C 用涂料的生产、销售、研发、售后服务等工作。

在致力于给各行业客户提供优质产品和服务的同时，努力发挥技术优势，研发、推广、应用水性涂料和低 VOC 涂料。满足客户美观和性能需求的同时，希望能为环保出一份绵薄之力，让我们的天更蓝、水更清。

Nippon Paint's Industrial Coating Division engages in production, sales, research and development, and after-sales coating services for engineering machineries, wind power generators, locomotives, motorbikes, fluorocarbon, electrophoresis, and 3C.

We are committed to providing customers in the industry with quality products and services. Meanwhile, we give full play to the advantages of technology, research, development, promotion and apply waterborne paint and low VOC paint. In addition to meeting customers' demand for aesthetics and performance, we hope that we can contribute to environmental protection, making the sky bluer and the water clearer.



▶ 立邦，是家电和建筑最时髦的外衣
— 卷材涂料事业部

Nippon Paint, the Most Trendy Dressing for Home Appliances and Buildings – Coil Coating Division



立邦卷材涂料事业部，是目前中国唯一全面供应卷材产品的专业供货商，产品包括脱脂剂、钝化液、底漆、背漆、面漆，所涉及领域包含家电、建材及各种功能涂料，完整的中、低、高档次产品能满足客户的不同需求。

立邦卷材涂料事业部随中国卷材市场的增长形成稳定的产品体系、专业的技术服务队伍、及时的供货管道。多年来，中国日益成长的市场需求，使立邦卷材生产线以倍数增长，产品种类也趋于多样化。

Nippon Paint China Coil Coating Division is the only professional supplier for complete range coil coating products in China. The products include degreaser, passivation liquid, primer, back paint and finish paint that are applied in home appliance, building materials and functional paint products. The portfolio is complete and may cater to the needs of mid-range, entry level and high end customers.

As China's coil plate market grows, the Coil Coating Division has developed a stable product portfolio, a professional technical service team and an efficient supply chain. Thanks to the continued increase of market demand, the coil coating production increases by multiple times, and product portfolio also diversifies.

▶ 能通过最严苛环境条件考验的涂料，
才能叫做立邦漆—重防腐涂料事业部

Nippon Paint Stands Out for the Most Rigorous Test – Heavy Duty Coating Division

立邦重防腐涂料产品销售已有一百多年的历史。1996年在上海设立了研发中心，通过对涂料基础理论、生产工艺、应用工艺的研究，不断研发“高固含、低VOC、性能优良、绿色环保”的高品质产品，以满足中国市场和客户需求。立邦重防腐涂料事业部针对桥梁、港机、石化、电力、海洋石油工程、冶金钢结构等专业防腐市场，应用醇酸、锌粉、环氧、聚氨酯、氟碳、丙烯酸、聚硅氧烷、耐热、防火等一系列优质产品，为您提供“量身定做的、专业的解决方案”。

Nippon Paint's heavy duty coating products have been sold for more than a century. In 1996, the R&D center was established in Shanghai. Through the study of paint's basic theory, production technology and application process, the center continuously developed quality products with high solid content, low VOC, high performance and eco-friendliness, thus meeting the needs of Chinese market and customers. Nippon Paint Heavy Duty Coating Division aims at professional anti-corrosion markets such as bridge, port machinery, petrochemical, power, offshore oil engineering and metallurgical steel structure, provides a series of quality products including alcohol acid, zinc powder, epoxy, polyurethane, fluorocarbon, acrylic acid, polysiloxane, heat resistant and fire protection products, and offers customized and professional solutions.



立邦粉末公司

Nippon Paint Powder Coating Company

立邦粉末公司作为立时集团全球网络的一部分，是专业从事粉末涂料开发、生产、销售的外资企业。目前拥有天津、苏州、佛山和成都四个生产基地，引进瑞士、德国、英国、美国进口的全套检测仪器和生产设备，拥有现代化的生产线 100 多条，年产能达 6 万吨。

立邦粉末公司作为国内最大的粉末涂料供应商之一，与国际知名原料供应商建立了战略合作伙伴关系，如荷兰 DSM、瑞士汽巴、美国杜邦、德国巴斯夫等，保证了为所服务的客户提供最卓越的粉末喷涂表面处理产品。

立邦粉末涂料产品应用范围广泛，包括建筑型材、一般工业、汽车、家电、电子消费品、管道及工业防腐，其他功能性涂料等行业，在诸多行业的卓越表现使立邦粉末公司成为中国粉末涂料行业的佼佼者，并被指定为建筑行业表面处理国家标准的编写方之一。

立邦粉末公司秉承质量卓越、顾客至上的原则，拥有高端的技术人才进行产品的研发，以提供给客户适应市场需求的多样化产品，并以完善的技术服务、专业的解决方案，为不同的客户提供满意的服务。

As a powder company and an integral part of the Nipsea Group global grid, Nippon Paint Powder Coating Company is engaged in the development, production and sales of powder coatings. Currently leveraging test instruments and manufacturing equipment imported from Switzerland, Germany, the United Kingdom and the United States. It operates more than 100 modernized production lines with annual capacity of 60,000 tons in the four production centers in Tianjin, Suzhou, Foshan and Chengdu.

As one of the biggest powder coating manufactures in China, Nippon Paint Powder Coating Company has established strategic partnership with major international material suppliers such as DSM, Ciba, DuPont and BASF, and provides a variety of best powder coating products for our clients.

Powder coating products of Nippon Paint can be applied in various fields, including architecture profiles, general industry uses, automobiles, home appliances, electronic consumer goods, pipelines, industrial anti-corrosion and other functional paints. Having achieved outstanding outcomes in many fields, Nippon Paint Powder Coating Company has become the leader in the powder coating industry as well as one of the framers of national architectural coating standards.

Constantly pushing for excellent quality and customer-oriented principle, elite technologic talents in Nippon Paint Powder Coating Company spares no effort in researching and developing diversified products tailored to the market needs for our clients. At the same time, it also offers all-round technical services and professional solutions to serve different clients well.



2013 年立邦中国 CSR 成果

CSR achievements of Nippon Paint China in 2013

2013 年，我们共创精彩世界

Working together for a better world in 2013

2013 立邦人共创了属于我们的精彩，交出绿色与爱的成绩单

In 2013, the staff of Nippon Paint China jointly achieved successes of our own and submitted a green and caring report card to the society.

2013 年立邦除整体业绩突破百亿外，我们共同携手共创精彩世界。

2013 年超过 **10,000,000,000** 的业绩中，有 **6,600** 名立邦人共同的努力

In addition to making the breakthrough of 10 billion yuan in revenues, we also worked together for a better world in 2013.

The 10 billion revenues in 2013 were the result of joint efforts of all the 6,600 employees in Nippon Paint China.



2013 年立邦 15 个主要厂区，实施安全高层诊断，

整改完成率达到 **95%** 以上，

全员安全考试达 **100%** 通过率

In 2013, Nippon Paint China implemented a senior leader safety diagnosis program throughout its 15 major plants. The completion rate for rectification reached 95% and the pass rate for safety tests was 100%.



2013 年乳胶漆研发团队共获得 **7** 项专利授权，

全产品 **100%** 达到国家绿色标准

Nippon Paint China's R&D team for emulsion paints obtained 7 patent licenses in 2013, with all of their products meeting national green standards.



2013 年低 VOC (挥发性有机化合物) 产品由 15 种

实现 **100%** 产品低 VOC

The number of low-VOC (Volatile Organic Compounds) products of Nippon Paint China increased from 15 to all in 2013.



2013年二氧化碳排放量相较于2012年下降了**9%**

Carbon dioxide emissions in 2013 decreased by 9% as compared with 2012.



2013年节电**510,816**度

The annual power savings in 2013 reached 510,816 kWh.



2013年节气**163,398**立方米

The annual gas savings in 2013 reached 163,398 m³.



2013年节省燃料动力费约**18%**,

节省费用**5,300,000**元

The fuels and energy costs has been saved about 18% and the reduced expenses worth of 5,300,000 yuan in 2013.



2013年共推动了**9**项社区关怀项目,



覆盖北京、上海、广州、成都、廊坊**5**个地区,

共计有**1,000**名员工参与,

通过1拉1的形式,受助的人数超过**1,500**人

Nippon Paint China pushed forward a total of 9 Society Care programs in 2013, covering Beijing, Shanghai, Guangzhou, Chengdu, and Langfang. A total of 1,000 employees have participated in the programs and more than 1,500 people were aided through the One Pull One form.

2013年「为爱上色」计划覆盖全国



24个省、2个直辖市、5个自治区,

超过**100**个城市、乡镇,

投入超过**50,000,000**基金,

完成**180**所希望小学的外墙涂刷,

捐建完成**135**所立邦快乐美术教室,

35所立邦希望小学建设,

携手**23**个伙伴,

共帮助超过**80,000**名孩童改善校园环境

In 2013, Nippon Paint China continued its "Color, Way of Love" program initiated in 2009, together with 23 partners by investing more than RMB50,000,000 in wall-painting for 180 Hope Schools, donating 135 happy art classrooms, and building of 35 Hope Schools, helping more than 80,000 children with an improved school environment in over 100 cities, towns, and villages in 24 Provinces, 2 Province-level Municipalities, and 5 autonomous regions.

2013年持续向中国人民大学教育基金会捐赠

2,000,000元,



持续资助中国人民大学及其附属中学家境困难的学生们。

立邦基金设立迄今,已帮助超过**230**名贫困学生。

In 2013, Nippon Paint continued to donate to the Education Foundation of Renmin University of China and give financial help through the Nippon Paint Scholarship to students with financial difficulties in the university and its affiliated high school. Since the establishment of the Nippon Paint Scholarship, more than 230 students were granted the scholarship.



2013 年立邦企业社会责任概览

Nippon Paint CSR Overview in 2013

核心精神

Core Values

可持续发展是立邦恪守的企业战略。立邦以“永续大地精‘彩’”(ECO+COLOR)作为立邦企业社会责任的最高指导原则，它代表了公司对企业自身、对员工与家人以及所有利益相关者的承诺。为此，立邦将实现企业责任的活动以经济、自然和责任三大循环进行分类，通过1+3计划、员工关怀、绿色行动、为爱上色、社区关怀等五大责任项目，使立邦从自身经济活动层面，对自然环境直接起到保护、减损的环保层面以及对社会中需要照顾的群体给予支持的关怀层面，一步一步地实现身为企业对于社会的责任。

作为立邦商业战略中的重要组成部分，立邦更协同战略合作伙伴一起开展企业社会责任的相关活动，并把其衍生至全社会及所有的利益相关者，共同实现保护环境，实现绿色生活的最终承诺。

Nippon Paint has committed itself to sustainable development by integrating environmental protection into ECO+COLOR, its guiding principle for Corporate Social Responsibility (CSR), which represents its commitment to employees and their families, and other stakeholders. Taking Economy, Nature and Responsibility as the principles of its CSR and through its "1+3" project, Employee Care, Green Movements, Color, Way of Love and Society Care projects, Nippon Paint fulfill its commitment to the environmental protection, the concern to the needy people and the scale of is continually expanding.

Nippon Paint has also invited strategic cooperative partners to join its CSR projects as a vital part of business strategy. The CSR projects, having connected all the stakeholders in the whole society, are pooling efforts to protect environment to realize a sustainable development.

宗旨与五大责任项目

Principles & Five Responsibility Projects



ECOLOR, “ECO (绿色、生态)”和“COLOR (色彩)”相结合
ECOLOR stands for the integration of ECO and COLOR

立邦承诺

立邦涂料中国集团各公司以谋求全集团的共同繁荣为基本理念，通过企业事业致力于社会公共利益以保护环境、促进社会和谐。立邦通过在市场开发、产品设计、生产制造、销售及服务等各环节创新与合作，实现企业社会责任的提升，建立良好市场环境与社会经济关系，推动企业可持续发展，确保员工和相关方的职业健康安全，为立邦与消费者及环境创造一个美好的未来。

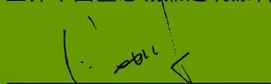
为此，对于所有的业务活动，特制订以下方针：

- 作为提供有价值涂膜的专业化工企业谋求全球性的发展。
- 遵守法律法规及其他要求，以顾客为导向
- 降低能耗、节约资源。以降低企业生产成本、保护资源和环境为最高指导原则，从环境保护与降低能耗做贡献的绿色企业发展为信得过企业。
- 通过基于经营理念的各种事业活动，以与国内外的客户、贸易方、区域社会、员工、股东等利害关系方之间的信赖关系为基本，以期实现经营构想，并将立邦的社会责任加以延伸，关注慈善及公益事业，履行作为企业公民的社会责任。
- 整合内部与外部资源，落实企业社会责任的循环目标，分享平台，充分实现互帮互助效应。
- 在研发减轻环境负担的产品与技术的同时，从产品研发到报废的所有阶段中，切实考虑环境、安全、健康、关怀等方面的问题，并根据国际动向，实施化学品的管理，以赢得社会对于企业的信任。
- 通过提供色彩丰富、品质稳定的产品和优质的服务，不断增强顾客满意，为持续发展立邦事业、保护生存环境而努力。
- 提供具有竞争性的薪酬与成长计划；创造良好的工作环境与安全保护；增进各部门团队合作；关爱员工、合作油漆工等利益相关方的家人；密切与工会的合作与互助。
- 以人为本，全员参与，促进沟通与理解，实施自主管理。

立邦中国企业社会责任 (CSR) 委员会主席
(立时集团首席执行官)



立邦中国企业社会责任 (CSR) 委员会副主席
(立邦中国区总裁兼建筑涂料事业群总裁)



立邦中国区工业涂料事业群总裁



Nippon Paint Commitment

In pursuit of common prosperity for the whole group, Nippon Paint China is dedicated to a better environment and a more harmonious society by implementing CSR projects. Through innovation and cooperation in marketing development, product design, production and manufacturing, sales and service, Nippon Paint strives to enhance CSR, market-economy relationship, corporate sustainable development and occupational health and safety of employees and other parties, and eventually builds a brighter future for consumers, environment and ourselves.

To this end, the following strategies were stipulated to guide all business activities:

- Press ahead toward global development as a specialized chemical enterprise capable of providing quality paints.
- Abide by laws and regulations and other requirements. Driven by needs of consumers.
- Reduce energy and resource consumption. Prioritize environmental and resource protection when lowering production costs so as to evolve from a green enterprise that contributes to environmental protection and energy consumption to a trustworthy giant.
- Realize corporate operation blueprint and fulfill our CSR by committing to charity work with a basis of corporate value-oriented business activities as well as trusting relationships among stakeholders including clients, trading partners, communities, employees and shareholders from both home and abroad.
- Integrate internal and external resources and fulfill cycle targets of CSR. Set up a sharing platform to advance synergy.
- Bear in mind issues in environment protection, safety, health and caring and exercise chemical management in accordance with international trends from R&D to disposal, so as to gain social trust during environmental friendly product and technology R&D process.
- Enhance consumer satisfaction rate and contribute sustainable development and environmental protection by providing a great variety of quality products and services.
- Offer competitive packages, career development programs, a better working environment and safety protection for employees. Strengthen cooperation and relationship among divisions and with labor union. Care for employees, cooperative painters and their families.
- Adhere to people-oriented concept while including all members into the self-management with good communication and understanding.

Chairman of the CSR Committee of Nippon Paint China
(CEO of Nipsea Group)



Vice Chairman of the CSR Committee of Nippon Paint China
(President of Nippon Paint China and Trade Use Unit)



President of Nippon Paint China Industry Use Unit



立邦中国 CSR 委员会架构

CSR Committee Structure of Nippon Paint China

立邦将企业社会责任作为市场经营中与相关利益者的沟通方式，更是企业管理过程中的重要管理方式。为了确保 CSR 工作更有效推行，立邦中国在 2011 年成立 CSR 委员会，建立两年以来，以每季度一次的理事会议、每年至少一次的全员会议，来履行其推动企业全面履行社会责任、落实五大责任项目的重任。并在践行过程中建立起自己独特的运作模式：

- 管理层的承诺（CSR 项目的基础保障）
- 系统的运行以及推行（CSR 项目的推动剂）
- 立邦中国全体员工的推行（CSR 项目的催化剂）

• 主席与副主席

立时集团首席执行官黄守金先生担任立邦中国 CSR 委员会主席，立邦中国区总裁兼建筑涂料事业群总裁钟中林先生担任副主席。

• CSR 事务局

立邦中国 CSR 委员会的事务常设机构以公关中心（对内、外宣传和对外社区关怀与公益活动）和 RHQ、QHSE 部门（内部推动和对内协调）为中心，人事部门负责员工关怀项目推动。其他相关延伸职能由主席与委员会决定。

• 常务委员

承担五大项目之一或活动的全局策划、引领、推动，引领各自区域 CSR 活动的开展，并且具有影响力。参加 CSR 常务委员会议，对 CSR 方向和项目的提议，对专项 CSR 项目或议题进行讨论、决策。负责担当项目或相关领域的横向、纵向的沟通和推动。

• 委员

集团内各事业群总裁、地区总经理、各功能本部、各事业部、RHQ 内各部门最高负责人担任委员。

- 区域安全委员会主席同时担任立邦集团安全委员会委员。

Nippon Paint regards CSR a way to communicate with relevant stakeholders in market operation as well as a method to manage the corporate. To ensure a better result of CSR work, Nippon Paint China set up a CSR committee in 2011. During the past two years, the committee pushed for a comprehensive implementation of CSR and the five major projects by convening quarterly board meetings and annual plenary meeting. It has also established a unique operational mode:

- The commitment of the managerial level.
(The basis of CSR projects)
- The operation and implementation of the system.
(The driving force of CSR projects)
- The supports from Nippon Paint employees.
(The catalyst of CSR projects)
- Chairman and Vice Chairman
Mr. Wee Siew Kim, CEO of the Nipsea Group, serves as Chairman of Nippon Paint China CSR Committee while Mr. Eric Chung, President of Nippon Paint China and President of Trade Use Unit, as Vice Chairman.
- CSR Executive Bureau
The operation of the standing executive institutions of Nippon Paint CSR committee centers around PR Center that is in charge of internal and external communications and society care and charity activities, and RHQ and QHSE Division that is in charge of the internal push and internal coordination, while HR Department facilitates Employee Care project. Other functions shall be determined by Chairman and the committee.
- Standing Committee Members
The Standing Committee shall undertake the responsibility and exert influence on the planning, leading and facilitating of CSR activities and one of the five major projects. The members shall participate in the standing committee meetings, provide proposals in terms of the orientation and projects of CSR, and discuss and make decisions on specific CSR projects or issues. They are also responsible for transverse and vertical communication and facilitation of their projects.
- Committee Members
Committee members comprise Presidents of business units, General Managers of regions, and people in charge of the functions, Divisions and the departments in RHQ.
- Chairman of the regional safety committee shall serve as the member of the Nippon Paint safety committee at the same time.



立邦中国 CSR 委员会架构图

CSR Committee Structure of Nippon Paint China





立邦无法将自然环境与企业本身的商业运营完全分离，我们将世界的色彩以及保护环境融入到“立邦，永续大地精‘彩’”(ECO+COLOR)中，作为立邦企业社会责任的最高指导原则。

we cannot separate out considerations and care for the environment. We encapsulate our world of colors and the environment into Eco Color, as the guiding banner for our CSR effort.

——立邦企业社会责任委员会主席 黄守金
Wee Siew Kim, Chairman of the CSR Committee of Nippon Paint China

经济循环

Economy Cycle

立邦要求自身在运营过程中，在市场开拓、技术研发、产品制造、销售及服务等领域全面实施超过行业平均水平的“绿色”安全与环保标准，创造正向循环；对于行业上游供应商和下游客户，立邦通过与之建立协同合作机制，组建“CSR 战略联盟”，携手共同参与“1+3”计划，提升立邦及合作企业的社会影响力以及品牌价值，进一步带动企业的效益提升，从而在行业内形成良性的经济循环、实现行业可持续发展。

Nippon Paint should fully implement "green" safety and environmental standards which exceed the average level of the industry in the areas of operation, market development, technology R&D, product manufacturing, sales and service. For upstream suppliers and downstream customers, Nippon Paint works with them to establish a collaborative mechanism, form "CSR Strategic Alliances", jointly participate in the "1+3" Project, enhance the social influence and brand value of Nippon Paint and cooperative enterprises, and further promote the improvement of corporate profitability. This helps to form a positive economic cycle in the industry and achieve sustainable development.

供应商证言

Testimonies of Supplier

“我们很高兴看到立邦作为巴斯夫第二轮“1+3”企业社会责任项目合作伙伴之一，积极将1+3的理念融入到其“为爱上色”的项目实践中，并不断带动其合作伙伴通过多元化的活动，将“为爱上色”项目打造成为一个开放性的公益理念传播平台。作为一家B2C的公司，这是一种行之有效的社会责任创新传播方式，希望这种责任价值链能够不断延展。”

关志华 巴斯夫全球高级副总裁
巴斯夫“1+3”企业社会责任项目发起人

"We are pleased to see that, as one of the second round of BASF Chemical's '1+3' CSR project partners, Nippon Paint actively blends the '1+3' concept into the practice of the 'Colour, Way of Love' project. Nippon Paint constantly works with its partners to conduct a variety of activities to build the 'Colour, Way of Love' project into an open platform for spreading the philosophy of public benefit. As a B2C company, this is an effective way for spreading CSR innovation. We hope that their responsibility-oriented value chain will continue to expand."

Johnny Kwan, BASF Senior Vice President
and initiator of BASF "1+3" CSR Project

安全是立邦日常的基础 “1+3” 计划

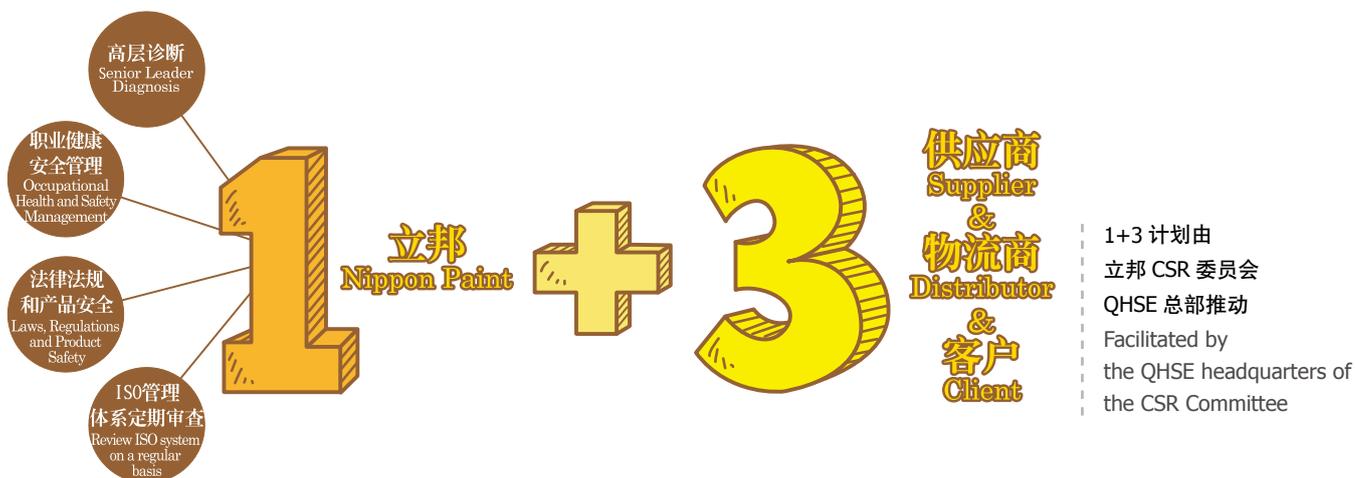
Safety is the foundation for daily operations
"1+3" Project

众志成城的力量绝对超越单枪匹马。当整条供应链上的企业，甚至是整个行业对质量、健康、安全、环境都尽到最大的责任，土壤、空气、水质甚至行走的人们，一定能够感受到改变。

以立邦公司为“1”，自上而下从立邦的管理团队到所有员工，携手行业内上下游企业为“3”，包含供应商、物流商与客户，搭建全供应链质量、健康、安全、环境（QHSE）的专业队伍。不但将安全责任逐级分解落实到全员，同时建立与相关方共赢安全的概念，向先进的上下游供应链上的企业学习，把立邦的安全、企业社会责任（CSR）理念传递给相关方，带领供应链上的企业持续改善，共同实现在环保、安全与健康领域现状的社会责任承诺。

The power of united wills definitely exceeds that of an individual. When all the enterprises in the supply chain, or even the whole industry, start to make maximum efforts for quality, health, safety and environmental protection, there are bound to be changes in the quality of earth, air, and water, and such changes are bound to be felt by people.

Nippon Paint, from the management team to all employees, is referred to as "1", and its upstream and downstream business partners including suppliers, distributors and clients, are referred to as "3". They are all actively involved in the improvement of QHSE (Quality, Health, Safety and Environment) for the supply chain. Not only does Nippon Paint hierarchically break down and assign the safety responsibility to its entire personnel, but it has also established a win-win safety concept with its partners. We learn from the advanced enterprises on the upstream and downstream supply chain and at the same time we pass our safety and CSR concepts to our partners. We urge companies on the supply chain to share the social responsibility commitment by continuously improving the status quo of environmental protection, safety and health.



“1”：立邦

“1”：Nippon Paint

► 高层诊断

Senior Leader Diagnosis

高层诊断是由各事业群总裁、生产本部总监及QHSE领导参加的诊断公司安全绩效、识别改善需求、实施改善以谋求安全绩效改进的活动，由基本事项、安全管理、环境管理、风险管理、CSR（企业社会责任）事项及重点管理事项6大部分构成。通过诊断，高层能够掌握立邦整体的安全、环境活动的实态，必要时加以纠正，旨在提高全体和各区域CSR（企业社会责任）管理的水平。

2013年度立邦在15个厂区实施高层诊断。本次诊断全员参与，并针对5项弱点进行整改，首次使用Checklist（检查清单）诊断法，通过受诊方自我评价、诊断方现场巡回检查、员工Q&A、消防演练等方式，诊断日常安全环境方面的日常活动，诊断结果提高了执行力和现场管理水平。根据各地递交的报告汇总，15个厂区整改完成率达到95%以上，取得丰硕的诊断与整改结果。

Senior Leader Diagnosis is the exercise participated in by presidents of business units, directors of production division, and QHSE leaders to assess company's safety performance, identify the areas needing improvement, and implement improvement measures in order to achieve advancement in safety performance. It is composed of six parts, including basic issues, safety management, environmental management, risk management, CSR issues, and key management issues. Through the diagnosis, senior leaders can thoroughly understand the realistic situation of all safety and environmental activities in Nippon Paint China, and make corrections if necessary, thus improving the level of overall and regional CSR management.

In 2013, Nippon Paint China implemented Senior Leader Diagnosis in 15 plants. With full participation, this diagnosis corrected five defects, and adopted the Checklist diagnostic method for the first time. Through personal evaluations, tour inspection, staff Q&A, and fire drills and more, daily activities regarding safety and environment were diagnosed and the results were used to improve site management. According to the summary of submitted reports, the completion rate of improvement plans in the 15 plants was already more than 95%, showing the fruitful results of diagnosis and reform.

• 现场安全管理

Site Safety Management

安全生产直接关系到员工的生命安全和身心健康，关系着企业的正向发展。现场安全管理是实现安全生产的重要步骤之一。它能有效落实安全生产责任制，防止事故的发生，促进企业安全文化建设。2013年，在落实《安全检查制度》的基础上，立邦对《安全检查报告模块》的功能进行了大幅调整，使之成为一个现场安全问题的数据库，并增加安全检查问题点重复发生率的统计，用作立邦各公司在现场安全管理上的参考和整改指引。同时还修改了《安全检查制度》和《事故报告和调查管理制度》等文件。

Production safety is directly related to the physical and mental health of employees, and also related to positive corporate development. Site safety management is one of the important steps towards production safety. Strong management can effectively implement the responsibility system of production safety, prevent accidents and promote corporate safety culture. In 2013, based on the implementation of "Safety Check Regulations", Nippon Paint China significantly adjusted the functions of the "Safety Check and Report Module" so it became a database of site safety issues, and increased statistics for the repeat incidence of problems in safety check, which can be used as a reference and improvement guide for site safety management. Nippon Paint China also revised the "Safety Check Regulations", "Accident Report and Investigation Management System" and other documents.

• 安全专场培训

Special Safety Training

为增强员工的安全意识，立邦广州工厂在2013年9月16日进行专场安全培训。培训内容包括静电电线连接、非防爆电器注意事项、安全事故回放等，结合现场实验演示、视频观看、板书等工具，将培训内容安排得丰富饱满，让参训员工受益非浅。

In order to enhance staff safety awareness, Nippon Paint Guangzhou Plant conducts special safety trainings on September 16, 2013. The training involved lessons on the connection of static wires, the precautions for non-explosion-proof electrical appliances, and a presentation of accidents. Through experiments, demonstrations, videos and the writing on blackboard, employees were given comprehensive safety trainings, which was very helpful for employees.



立邦对施工队进行安全施工培训
Nippon Paint China provides safety orientation to construction teams

职业健康安全管理

Occupational Health and Safety Management

安全体验培训

Safety Experience Training

为全面加强并提升安全管理，增强员工的安全意识，让员工亲身体会安全的重要性。立邦于2013年启动安全体验培训项目，各地陆续建成了安全体验培训教室、安全主管经培训考核后成为各地种子教师、陆续开展安全体验培训课程。已开设的体验培训科目包括：

- ① 静电爆炸试验
- ② 非防爆电气爆炸试验
- ③ 粉尘燃烧试验
- ④ 局部排气装置效果试验
- ⑤ 切割伤害试验
- ⑥ 旋转部位 \ 皮带 \ 分散盘卷入试验
- ⑦ 叉车事故模拟演示试验

In order to strengthen safety management, enhance staff safety awareness, and help employees experience the importance of safety, Nippon Paint China initiated safety experience training in 2013. Classrooms for safety experience training were established in all plants; safety managers became seed tutors after training and assessment; and safety experience training was conducted successively. Training courses included:

- (1) static explosion test;
- (2) non-explosion-proof appliance explosion test;
- (3) dust combustion test;
- (4) local exhaust effect test;
- (5) cutting damage test;
- (6) test of being drawn into rotating part/belt/dispersion tray;
- (7) forklift accident simulation and demonstration test.



安全体验培训活动 - 各地体验现场
Safety Experience Training organized in different plants

全员安全手册编写与全员安全学习考试

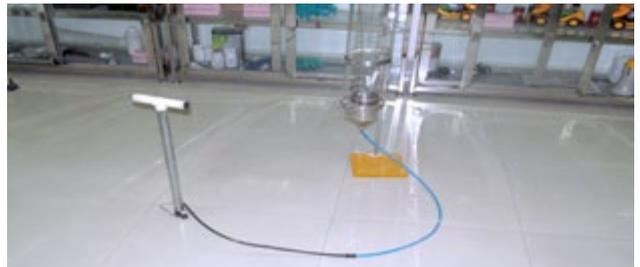
"Employee Safety Handbook" Compilation and Staff Safety Learning & Examination

立邦在已有《作业安全手册》的基础上进行补充，2013年完成《全员安全手册》的编撰，并上传到E-learning学学网站，供员工即时学习。该手册是一本人人适用的安全知识普及手册，让安全知识不再局限于工厂内的活动，更扩展深入到每天的工作和生活中。

As a supplement to the existing "Operation Safety Handbook", Nippon Paint China completed the compilation of the "Employee Safety Handbook" in 2013 and uploaded it to an E-learning site so that employees all had access to it. The Handbook is a safety knowledge manual with broad content that can be applied to every employee. The advice in the book is no longer limited to activities within plants, but also extends deep into daily work and life.

在今年的全员安全考试中，生产、实验作业人员以《作业安全手册》为主要试题，后勤销售人员以《全员安全手册》为主要试题，进行了全员安全考试，同时将满分100分设为考核通过线，旨在树立“安全必须百分之百做到”的意识。通过学习和考试的形式确保每位员工都能熟知安全守则。

In the staff safety exams this year, the main questions for production and laboratory workers were based on the "Operation Safety Handbook", and those for logistics and sales personnel were based on the "Employee Safety Handbook". In addition, the passing score of the exams was set at the full mark - 100, which aims to establish the consciousness - "Safety must be achieved 100%". Through learning and examination, every employee can be very familiar with the safety regulations of Nippon Paint China.



安全体验培训活动 - 粉尘燃烧试验
Dust combustion test, one of the tests of Safety Experience Training

“虚惊报告” "Near Miss" Report

“虚惊”，是指未发生的潜在危险；推行虚惊报告的目的是让员工主动发现身边的潜在危险，在危险发生前进行预防，把发生事故的可能性降到最低甚至消除。立邦每一位员工都有责任参与虚惊报告的提交，以强化公司对于危机预警的广度、敏感度，并通过管理、改善来规范更具体化的行为和要求。立邦要求每位员工每半年至少提交一个虚惊报告。各区域公司每年都会开展虚惊报告评选活动，以对员工进行鼓励。2013年虚惊报告综合提交率高达九成以上。

"Near Miss" refers to the potential hazards that have not occurred. The purpose of implementing the "Near Miss" report is to make employees pro-actively find potential risks around them, conduct precautions to avoid dangers, and minimize or even eliminate the possibility of accidents. Every Nippon Paint employee has a responsibility to participate in the submission of the "Near Miss" report. This helps make all employees more aware and prepared for a crisis and standardizes specific behaviors and requirements. Each employee is required to submit a "Near Miss" report at least every six months. Regional companies must conduct assessment and selection activities regarding the "Near Miss" Report, commend outstanding reports, and thus encourage employees. In 2013, the overall submission rate of "Near Miss" reports was up to more than 90%.



立邦对提交优秀虚惊报告的员工进行表彰和奖励
Nippon Paint China gives recognition and awards to those who have submitted excellent "Near Miss" Report

• 安全检查模块改善

The Improvement of Safety Check Module

2013年6月和10月，立邦QHSE（质量、健康、安全、环境）总部先后2次对安全检查模块进行了改善，对检查区域和常见问题进行标准化处理，建立了部门和各类问题的三级目录。各区域可以在安全检查报告模块中输入安全检查信息，系统能自动识别所检查的问题是否为重复发生。同时，每周四及每月10日系统都会发送安全检查周报和安全检查月报，将各区域安全检查和整改结案情况及时汇报给总裁、副总裁、生产总监、技术总监、人事总监，各区域总经理、厂长、安环主管，HSE（健康、安全、环境）本部人员，及时发现安全上的隐患，真正做到防范于未然。

Respectively in June and October 2013, Nippon Paint China QHSE Headquarter took steps to improve safety check module, standardized check region and frequently-seen problems, and created Division and Relevant Issues as a third-level directory. Every regional company inputs its safety check information into the safety check report module, and then the system will automatically identify whether the checked problem has arisen before. Meanwhile, a weekly safety check report on each Thursday and a monthly report on the 10th of each month will be delivered in time from the system to President, Vice President, COO, Production Director, Technical Director, HR Director, General Manager, Factory Director, QHSE head of each regional company, as well as personnel in HSE (Health, Safety, Environment) Division, to identify any safety problems in time and take preventive measures.

• HSE（健康、安全、环境）管理制度建设

The Construction of HSE (Health, Safety and Environment) Management System

2013年，立邦对HSE（健康、安全、环境）管理制度进行了修订和补充。对原有的环境因素识别与评价程序、事故报告和调查管理制度、各岗位职业健康监护项目与频率及防护设备配备要求的内容做了修订，同时，还新建了雨污水管网管理制度、X射线荧光分析仪安全管理规范、职业病危害警示和告知制度，进一步完善了立邦的HSE（健康、安全、环境）管理制度。

In 2013, Nippon Paint China has made amendments and supplements to HSE management system. Besides amendments to the identification and evaluation process for original environmental factors, accident reporting, investigation and management system, occupational health surveillance projects and frequency, and requirements for protection equipment, Nippon Paint created sewage network management system, safety specification of X-ray spectrofluorimetry and occupational hazard warning and notification system to further improve Nippon Paint HSE management system.

• 静电线三级管理

Three-level management of static wiring

立邦在所有的工厂推行静电线三级检查，通过员工日常自检，主管、领班周检和安全部月检的方式，将静电线所隐藏的危害降低到最低，从而确保了生产的安全。

Nippon Paint China practiced a three-level static wiring inspection system across its plants. Inspections were carried out by frontline workers on a daily basis, by supervisors and foremen on a weekly basis, and by the Safety & Security Department on a monthly basis to minimize potential safety hazards in the static wiring and ensure production safety.

• 工程建设项目的HSE（健康、安全、环境）管理

HSE management in engineering projects



为加强对新、改、扩建项目的HSE（健康、安全、环境）管理工作，2013年立邦的工程设备总部负责对原有工程项目HSE（健康、安全、环境）管理制度进行修订和补充。在对原有项目全生命周期中关系到安全、环保和职业健康的内容进行修改完善的同时，又在项目组织架构中增设专人负责整个项目生命周期的HSE（健康、安全、环境）管理工作，对项目施工质量、职业健康、安全措施及环保要求进行严格管控，确保工程建设项目在施工前期、施工期间及竣工后都能符合国家、地方相关法律法规的要求，从而有效地控制建设项目的HSE（健康、安全、环境）风险，进一步完善立邦工程建设项目的HSE（健康、安全、环境）管理制度。

To reinforce HSE management in new, remodeling, expanding projects, Engineering Facilities Department of Nippon Paint China has made amendments and supplements to the existing HSE management in engineering projects. HSE management has been perfected not only by the modification on environmental protection and occupational health projects, but also by the new appointment of professionals to take charge of HSE management during the whole project life cycle. In addition, the headquarters has also adopted a tight surveillance on construction quality, professional health, safety measures and environmental requirements, and efficiently kept HSE risks in engineering projects under control by ensuring that engineering projects, whether in its early stage, under construction or upon completion, conform to all national or local laws and regulations.

• 职业健康和环境管理 Occupational Health and Environment Management

本着对所有员工的职业健康负责的态度，立邦积极预防和消除在作业现场的各项职业病危害因素，对作业过程中可能存在的安全隐患进行分析和对策研究，对安全、环保和职业健康设备、设施的使用情况进行跟踪和必要的记录，并对项目的安全、环保和职业健康设施投资和效果做出最终评价。

To be responsible for the occupational health of all employees, Nippon Paint actively prevents and eliminates dangers in working sites and hazardous factors of occupational diseases. The company analyzes potential safety hazards and comes up with countermeasures. They also track the service conditions of equipment and facilities in regards to safety, environmental protection, and occupation health and records necessary data. Furthermore, they evaluate the investment and effects of safety, environmental protection and occupational health facilities.

今年立邦对环境因素的评价方法进行优化，同危险因素的认识和评价一样，都采用了定量的多因子评价方法，从而有效地推动了对危险因素的认识和评价，其中就包括了在高层诊断过程中所发现的危险因素的认识。

In 2013, Nippon Paint China modified the evaluation method of environmental factors, changing from original qualitative assessment to quantitative evaluation and which is the same as the identification and evaluation of risk factors. This effectively promoted the identification and evaluation of risk factors, including the identification of risk factors during senior leader diagnosis.

• 演习项目的增加 More drill programs

2013年，在原有消防逃生演习、防泄漏演习等常规演习的基础上，立邦在各区域增加了自然灾害演习和夜间消防逃生演习，希望通过不同演习项目的演练，让员工能提高对各种灾害的应对能力，进一步确保公司安全、健康、有序的发展。

In addition to the routine fire and containment drills, Nippon Paint China also conducted natural disaster drills and night fire drills in a bid to improve its employees' disaster response capabilities and further ensure a safer, healthier and more orderly development of the company in 2013.

▶ 法律法规和产品安全 Laws, Regulations and Product Safety

• 法律法规管理 Legal and Regulatory Management

一个有社会责任感的公司，首先要符合法律法规的要求。只有建立在这个基础上，企业才能推进有效的持续发展。为推动法律法规管理的建设和规范，2013年立邦积极采取了以下的措施：

A corporate with social responsibility should first abide by laws and regulations. Only then can a corporate achieve effective and sustainable development. To drive the construction and standardization of legal and regulatory management, Nippon Paint China in 2013 has actively taken the following steps:

- 新增法律法规专员的岗位，实现法律法规管理的专业化；
Added a post as laws & regulations professional to enhance the professionalization of legal and regulatory management.
- 对HSE（健康、安全、环境）法律法规进行收集识别，对评价管理要求进行梳理和规范，并且明确集团和各区域的职责；
Collected and identified laws and regulations about HSE, sorted out and standardized the requirements for evaluation and management, and specified the responsibilities of the Group and its regional companies.
- 在内部搭建法律法规和评价共享平台，每月发布《法律法规速递》并及时呈送CSR全体委员；
Built an internal platform to share evaluations of legal and regulatory management and delivered a monthly report "Legal and Regulatory Management Express" to all members of the CSR committee.
- 梳理法律法规中有关供应商的资质要求，并与现有的供应商管理流程相结合，只有符合相关法律法规资质要求的供应商才能成为立邦的供应商；
Sorted out legal and regulatory requirements on the qualification of suppliers, combined them with the current supplier management process, and filtered qualified supplier for Nippon Paint China.
- 编制《2012年度立邦中国集团各区域公司的HSE运营合规评价报告》
Drawn up *Annual Evaluation Report on HSE Operation and Compliance in Nippon Paint China and its Regional Companies 2012*.



消防灭火演习
Fire drill



消防逃生演习
Escape drill



防汛防台演习
Flood and typhoon prevention drill

● 产品安全管理 Product Safety Management

通过几年的摸索，立邦建立起了有效的产品安全管理机制，搭建了畅通的信息沟通渠道，能将产品安全使用、存储、运输的信息有效传递给每位客户和相关方（供应商、物流商等）。若遇到产品安全方面的突发问题，客户和相关方可通过 SDS（安全数据表）找到适当的应急措施，或者可以拨打立邦的应急电话获得咨询。

After years of hard work, Nippon Paint has built an efficient product safety management system and set up convenient channels for information communication, via which information about how to safely use, store and transport products can be efficiently delivered to every client and related parties, such as supplier, distributor, etc. Clients and related parties, when encounter product safety problems, can find and take correct emergency measures in SDS (Safety Data Sheet), or call Nippon Paint China emergency line for advice.

2013 年立邦在产品安全管理中推行了如下的措施并取得了满意的成效：

In 2013, Nippon Paint China has acquired satisfactory accomplishments in product safety management by taking the following measures:

- 明确了产品安全各个部门的职责和管理要求。若组织结构发生变化，应及时做出相应的人员调整，确保在每个部门里都有相应的产品安全管理负责人员，并且将产品安全的理念渗透到新的组织结构中。

Specified the responsibilities and management requirements in product safety for each division. Timely adjustments must be made, should there be any change in organization structure, and ensure that each division is assigned with a product safety officer, and that the concept of product safety is passed down to the new organization structure.

- 产品安全要从源头原料抓起。在新原料管理流程中强化 HSE（健康、安全、环境）评审环节，完善原料的安全数据信息，加强与供应商之间的沟通和交流。同时加强对研发人员的化学品与 GHS（《全球化学品统一分类和标签制度》）知识的培训。

Focused on product safety from its origin, raw material. Strengthened HSE evaluation in the new raw material management process, improved material safety data information, and reinforced the contacts and exchanges with suppliers. Meanwhile Nippon Paint enhanced training on chemicals and GHS (Globally Harmonized System of Classification and Labeling of Chemicals) for its R&D personnel.

- 引入 SAP-EHS 项目，实现 SDS（安全数据表）编制的数字化和系统支持，增强系统性管理，并衍生到化学品管理范畴。在 2013 年已实现试上线，由最初的 1-2 个产品线逐步向其他产品线推进。

Introduced SAP-EHS program to achieve datamation of and system support to SDS formulation, and applied it to chemical management. SAP-EHS has finished its trial in 2013, extending its initial application in one or two lines to more lines.

▶ ISO 管理体系定期审查

Review ISO system on a regular basis

立邦一贯注重管理体系的标准化，根据不同产品线的客户要求及国家标准要求，分别在建筑涂料事业群推行 ISO9001、ISO14001、OHSAS18001 管理体系认证，以及环境标志和 3C 的产品认证；在工业涂料事业群推行 ISO9001、ISO14001、OHS18001、RoHS、TS16949 管理体系；2013 年度粉末公司在天津工厂的 ISO9001、ISO14001、OHS18001 三体系管理基础上，又将这些管理体系推广到了苏州工厂和佛山工厂（ISO9001 认证）。2013 年度的管理体系内审，覆盖了总部、所有工厂和本部，促进了集团层面在体系策划和制度建设方面的规范性，让各个工厂有更为明确的操作指导，确保了立邦中国整体管理体系的有效性。

Nippon Paint consistently focuses on the standardization of its management system. Based on the requirements of the clients for different product lines, as well as on national standards, Nippon Paint China implemented the ISO9001, ISO14001, and OHSAS18001 systems respectively in Trade Use Unit, as well as environmental labels and 3C (China Compulsory Certificate) marks, and implemented ISO9001, ISO14001, OHS18001, RoHS and TS16949 systems in Industrial Use Unit. In 2013, after carrying out ISO9001, ISO14001 and OHS18001 systems in Tianjin plant, Nippon Paint Powder Coating Company promoted these management systems to plants in Suzhou and Foshan (ISO9001 system). The group's internal audit, which covers the headquarters, all Nippon Paint China plants and divisions, has promoted standardization in system planning and regulation creation. It also serves as an explicit operation instruction for all the plants, thereby ensuring the overall effectiveness of management for Nippon Paint China.



“3”：上下游供应链企业

“3”: Businesses on the Upstream and Downstream Supply Chain

在自身不断提高的同时，立邦也不断地通过沟通、培训、演习等方式对上下游供应链上的供应商、物流商、客户施行严苛的评估和选择，进行全面的意识的影响和灌输，以期共同实现企业社会责任的承诺。

In addition to its self-improvement, Nippon Paint China has implemented stringent evaluation and selection on suppliers, distributors and clients via communication, trainings, drills, etc. and imparted them with safety consciousness in an effort to achieve our CSR commitments together.

► 供应商

Supplier

作为一个优秀的生产企业，必须有稳定的供应商提供优质产品或服务，才能使企业稳定发展，同供应商一起实现双赢。

在供应商管理方面，立邦首先会对供应商进行严格的甄别。在保留原有供应商评估机制的基础上，2013年新增了供应商必要资质的各项要求，除了商务资质、体系资质外，还包括HSE（健康、安全、环境）的相关资质，涉及到的企业包括化学品、设备、检测、承包商、服务商等。立邦将这些资质的要求一并纳入到供应商的评审系统，只有符合这些资质要求的企业，才能成为立邦新的合格供应商。

As an outstanding manufacturer, Nippon Paint China must have reliable suppliers to provide quality products or service. Only then can Nippon Paint China achieve stable development and hold a win-win relationship with suppliers.

As for suppliers, Nippon Paint China should first make strict screening. In 2013 the company has, on the basis of existing evaluation system, added requirements for necessary qualities of suppliers. Besides commercial quality and system quality, the so-called necessary qualities also include HSE quality, which involves such companies as chemical suppliers, equipment suppliers, inspectors, distributors and service providers. Nippon Paint China has integrated all these quality requirements into its supplier evaluation system to make sure that only those having all these qualities can become qualified Nippon Paint China suppliers.

对于化学品供应商而言，首先还必须满足SDS（安全数据表）的评审条件，需要向立邦提供每个新原料的SDS（安全数据表）。立邦严格按照《GBT 16483-2008 化学品安全技术说明书内容和项目顺序》进行审核，只有符合SDS（安全数据表）的原料才会获得立邦的物料编码；如果化学品供应商能在此基础上符合立邦所要求的必要资质和相关要求，就可能成为立邦的新供应商。

借助SDS（安全数据表）的评审平台和畅通的反馈渠道，立邦已与多家化学品供应商进行沟通和交流，同时推动了SDS（安全数据表）的符合性和信息的规范性，也为今后立邦原料的安全信息管理打下了坚实的基础。

As for chemical suppliers, they should also meet the selection criteria of SDS and provide Nippon Paint China with SDS for any new kinds of raw materials. Nippon Paint China has made stringent review of raw materials in accordance with *GBT 16483-2008 Safety Data Sheet for Chemical Products - Content and Order of Sections* to ensure only those meeting SDS requirements can acquire material code from Nippon Paint China. Only when their supplier at the same time meets necessary quality requirements or other relevant requirements can it become new suppliers for Nippon Paint China.

Through its SDS review platform and convenient feedback channel, Nippon Paint China has contacted and exchanged with a few chemical suppliers, which has not only promoted SDS compliance and information standardization, but also laid a solid foundation for safety information management of Nippon Paint China raw materials.



物流商

Distributor

立邦对于物流商的管理非常严苛。首先，在同物流商签订的合同上一定会注明，立邦的物流商必须使用合规的运输车辆、配备合规的运输、押运等人员。在进入立邦各公司、工厂前，门卫会对外来的运输车辆和人员进行核准，不符合标准的车辆一律不准进入公司。符合标准的物流商的相关人员还必须在门卫处接受视频安全教育，了解立邦的安全管理规定。进入到立邦公司的车辆，必须按照要求佩戴防火罩，按照规定的路线行驶；装卸货时，物流商的工作人员必须按照规定佩戴防护用品，并且必须在现场，不得在其它区域逗留；装卸完毕后需立即将车辆驶离厂区。

此外，立邦会对物流商进行灭火器使用的培训演习，希望通过共同的努力，提高物流商的安全意识和运输过程中的安全性。

Nippon Paint has a stringent management of distributors. At first, its contact with distributors must specify: the distributors of Nippon Paint China shall use qualified transportation vehicles equipped with qualified workers and escorts. Guards will check all foreign vehicles and personnel before they enter any Nippon Paint sites and unqualified ones will be forbidden to access. Then personnel from distributors will receive safety video education and know about safety management specifications in Nippon Paint. Vehicles entering Nippon Paint sites must be equipped with spark arrestors and move along prescribed routes. Workers must wear prescribed protection equipment during loading or discharging. Personnel from distributors must stay on site, and not linger on other places. The vehicles must leave the plant site right away upon the completion of loading or discharging.

In addition, Nippon Paint will offer training and drills to distributors on how to use fire extinguishers, with a hope to increase their safety awareness and improve the safety of transportation through joint efforts.



立邦对物流商进行灭火器使用培训
Nippon Paint provides fire extinguisher training to its distributors

客户

Client

立邦严格执行代理商专卖店的标准化管埋，举办客户涂料施工中的 HSE 培训及消费者环保理念宣导等活动。

Nippon Paint China strictly implements the standardization management of the dealer, organizes HSE training during the customer coating construction and promotes the concept of environmental protection to clients.



立邦的导购正在向消费者宣传立邦的环保理念和环保产品
The shopping guides of Nippon Paint are introducing its concept of environmental protection and environmentally friendly products to customers



自然，是世间万千色彩的来源，
立邦承诺“永续大地精‘彩’”

We commit to protect our nature and to preserve
the colors in the world. Mother nature is the source
of all the colors in this world.



自然循环

Nature Segment

立邦在产品生命周期内的各个环节为保护环境做出了方方面面的努力：降低能耗、节约资源、减少浪费、提高效益，全面保护有限的资源和我们赖以生存的自然环境。

Nippon Paint has been contributing to environmental protection through attending details in every process of product cycle. From the beginning till the end, Nippon Paint spares no effort in reducing energy consumption, saving resources, cutting wastes and enhancing efficiency so as to protect limited resources and our natural environment.



从各环节实现环保，
绿色行动是我们的日常生活实践

绿色行动

Implementation of environmental protection from each link,
Green Movements is practical in our daily life
Green Movements

立邦绿色行动，从绿色研发、绿色采购、绿色生产和绿色推广全面打造可持续发展的绿色平台。一直以来，立邦关注绿色环保，坚持在节能降耗上的投入及研发；凭借行业内首屈一指的先进技术，不断开发环境友善的产品；在采购过程对供应商坚持严格的评估管理；在生产环节做到减少浪费、提高效益，全面实行绿色理念；借由绿色推广活动，将立邦的绿色理念传递给每一个与立邦相关的利益关系人。

From Green R&D to Green Purchasing, from Green Production to Green Education, Nippon Paint has been implementing Green Movements in all areas to establish a green platform for sustainable development. With close attention to environmental protection, Nippon Paint strives to go green and has jumped into the green movement full swing with efforts such as maintaining investments in R&D on energy-saving and cost-reducing, continuously developing environmental-friendly products with advanced technology second to none in the industry, insisting on strict assessment and management of suppliers, as well as cutting cost and improving efficiency of production. Green Education is designed to impart the concept to every stakeholder.

绿色研发

Green R&D

立邦坚持创新精神，妥善平衡好涂料功能和环保要求，将绿色基因根植于令人惊叹的新产品中。立邦未来技术发展的方向是期望成为绿色技术的绿色企业，提供更多的水溶性涂料而不是油性涂料；能够在生产过程中使用更少的资源、物料及能源；确保生产的涂料产品都符合环保、节能需求。

In the spirit of bolstering innovation and balance between function and environmental protection, Nippon Paint incepts the green concept into fantastic new products. In terms of technological development, we are marching towards the concepts of Green Company with green technology by tilting towards water paint rather than oil paint, and less consumption of resources, materials and energy during production. New products shall be environmentally friendly as well as energy saving.

绿色研发由
立邦 CSR 委员会
TU\IU\PD 技术本部共同推动
Facilitated by
Corporate Technical Departments of TU,
IU and PD of the CSR Committee

▶ 立邦中国的技术研发优势 及跨区域的技术合作

R&D Strengths and Cross-regional Technical Cooperation

华东理工大学在中国化学和化工基础研究领域中位居领先地位，而立邦则是在中国涂料行业的领头羊，具有丰富的研发和企业资源。两者通过“产学研”联合，进行长期稳定的合作，以提升技术研发能力并加速科技成果转化，最终将实现令人满意的经济效益和社会效益。

双方合作项目的研究成果，将对提高内外墙乳胶漆的性能以及生产和使用过程中的创新和改善起到指导性作用，助力立邦全新的绿色产品的开发和推广，确保立邦的技术研发能力能长期位列国内外市场的前列。

East China University of Science and Technology (ECUST) plays a leading role in basic research on chemistry and chemicals in China, and with abundant R&D and enterprise resources, Nippon Paint is also a leader in China's paint industry. Through its stable, long-term industry-university research cooperation with ECUST, Nippon Paint China will strengthen its R&D ability and fasten the transformation of R&D results into satisfactory economical benefit and social benefit.

Achievements from the cooperation program will provide guidance and help Nippon Paint improve the performance of interior and exterior emulsion paint. It will also supply Nippon Paint with sufficient momentum in R&D and promotion of "brand new green products", which, in turn, will ensure that Nippon Paint's R&D ability remains ranked among the first in the world.



▶ 立邦在各领域内研发的技术成果

Technologic Breakthrough in various fields

• CyGlaz 技术 CyGlaz



CyGlaz 是一种提高涂料耐用性能的配方技术，其成功研发对于高性能涂料而言是一个极大的技术突破。立邦的 CyGlaz 技术可以使涂层在很薄（甚至 30 微米）时都可做到优异防刮并且弯曲不断裂。目前，立时集团已经对这项突破性技术在美国，英国，世界（PCT），中国及亚洲区共申请了 10 项专利，并已有 2 项获得美国的专利权。CyGlaz 技术能大幅提高涂料的多方面性能，并在实际应用过程中赢得良好的客户反馈。立邦期望能通过 CyGlaz 技术的不断创新、开发和运用，加大对工业涂料领域技术的创新应用，以美观、实用和耐用的绿色产品，满足客户的个性化需求。

2013 年立邦的 CyGlaz 技术在产品的开发及应用范围上得到进一步拓宽，目前已在市场上推出了 8 款创新产品，主要为立邦汽车原厂漆、汽车部件及一般工业漆产品。

The invention of CyGlaz, a formula technique to enhance the durability of paints, marked a technologic breakthrough for high performance paints. With the protection of CyGlaz, thin layers, as thin as 30 micrometers, can withstand scratch and bending without cracking. Currently, Nipsea Group has applied ten patents in the US, the UK, PCT and Asia for this breakthrough technology, among which 2 have succeeded in US. CyGlaz is also well-received among clients for it improves performance of paints in various aspects. Hopefully through the development and utilization of CyGlaz, Nippon Paint can expand the innovative application of industrial use paints and fulfill individual requirement by providing beautiful, practical and durable green products.

In 2013, the CyGlaz technology of Nippon Paint was expanded both in product development and application scope. At present, 8 innovative products have been launched, including the original automobile paint, auto parts and general industrial paint.

同时，汽车涂料事业部已经成功运用 CyGlaz 技术帮助客户解决了不少棘手的难题。以汽车保险杠举例而言，在该技术出现之前，保险杠在装配前需堆放 2-3 天，表面硬度才能达到装备的要求，且堆放时叠在一起的部件之间会容易发生粘连。客户为这个难题头疼不已，立邦的技术团队运用 CyGlaz 优势，添加 CyGlaz 技术配方在现有的涂装体系里面，实现表面硬度和漆膜性能的迅速提升，当天就能达到硬度要求，叠放在一起，也没有粘连这个问题了，帮助客户提高产品性能，解决了生产厂房利用率的实际问题。

CyGlaz 技术在保持产品色彩光亮的创新应用中也取得了瞩目的成果。立邦的技术团队将 CyGlaz 技术配方引入到现有的电梯涂装体系中，不仅实现了产品色彩的稳定性，同时也帮助客户提高了产品的生产效率。

The Auto Coating Division has resolved many difficult problems for our clients with CyGlaz. Take, Auto bumpers, for example. Before the introduction of CyGlaz, bumpers need to be chilled for two to three days just to buildup strength before assembly. They may stick to one another when put together. Clients were concerned with this problem. Nippon Paint's technicians blended in CyGlaz in the formula of paints, which significantly accelerates the process. The strength of bumpers can meet the requirement on the same day. And when put together, they will not stick together. CyGlaz enhance the performance of products and the production rate of workshops.

The CyGlaz technology also yields brilliant results and is able to maintain its color and brightness. Nippon Paint's technicians, by introducing the formula of the CyGlaz technology into the existing elevator coating system, give elevators long lasting color, and improve customers' productivity.

• 无锡电泳

Tin-free Electrophoresis



随着对环保和健康的重视，作为铅替代物应用到电泳涂料中的有机锡化合物正得到广泛关注。由于有机锡化合物能损伤人体神经系统、抑制免疫系统功能，正在逐步受到使用限制，抑或是禁止。一般工业涂料事业部电泳开发人员经过多年的潜心研发终于取得突破，将最前沿的载流子控制技术应用到电泳涂料制备中，无需外加有机锡催干剂的情况下也能在较低温度（160 度）交联固化，获得性能优良的电泳涂膜。送到宜家深圳总部外检，干膜锡含量仅在 0.2ppm 以下，并且在今年第三季度完成国内第一条全无锡电泳线的建浴。

With the attention increasingly given to environmental protection and health, organic tin compound (OTC), used in electrophoretic paint as an alternative to lead, has also aroused widespread concern. Because of its damage to human nervous system and immune system, OTC is being limited or even banned in its use. After years of study, electrophoresis researchers in Industrial Coating Division have finally made great breakthroughs by applying the most cutting-edge technology to the production of electrophoretic paint so that paint can be cross-linked and solidified under low temperature (160 °C) without OTC dryer into quality electrophoretic paint products, whose dried tin content is under only 0.2 ppm according to the external inspection by IKEA. Nippon Paint has delivered an order of initial make-up of the first electrolytic bath with 100% tin-free electrophoretic lines in the third quarter of 2013, which is expected to become the mainstream of the global market in the near future.

- “反射隔热”和“低碳节能”
两大高新环保涂料技术

Two environmental friendly coating technologies
- "Reflective Insulation" coating technology and
"Low Carbon and Energy Saving" coating technology

立邦工程事业部两大高新涂料技术“反射隔热”和“低碳节能”有效利用自然资源，最大程度地降低和节约日常生活中的能源消耗，让使用者真正体验到环保技术在日常生活中最真实的回馈。

The two cutting-edge coating technologies, namely "Reflective Insulation" coating technology and "Low Carbon and Energy Saving" coating technology introduced by Project Coating Division, can efficiently utilize natural resources and substantially reduce the energy consumption in daily life. Users can truly experience the benefit of environmental protection technology in their daily life.

- “反射隔热”涂料技术
"Reflective Insulation" coating technology

采用最新技术，通过提高可见光的反射率，以节约照明电能，能够使可见光反射率提高 10%，节约照明电能 20% 左右。除此之外，含有此项技术的涂料更加受到白领的青睐，因为其涂刷的墙面，漆膜细密平整，有效地降低了光线的漫反射效应，特别适宜作为投影幕，投影明亮度更高，影像分辨率较普通墙面更高，且维护方便，相对于购置投影幕而言，使用此项技术涂料性价比更高，对追求品质生活的家庭来讲，极具吸引力。

This new technology can save electricity used in lighting by 20% through raising the reflection rate of visible light by 10%. Besides, the surface applied with this paint, smooth and diffusing less light, can be used as projection wall, which is very popular among white-collars. The projected image is brighter and higher in resolution. The wall is easier to maintain and cheaper compared with real projection screen. It is highly appealing for families that pursue high quality living standard.

- “低碳节能”涂料技术
"Low Carbon and Energy Saving" coating technology

由于夏热冬暖地区，夏季漫长，冬季寒冷时间很短，长年气温高而且湿度大，温差较小，太阳辐射强烈，不能简单地采用降低墙体、屋面、窗户的传热系数，增加保温材料厚度来达到节约能耗的目的。而使用制冷设备所产生的能耗通常是制暖能耗的三倍以上。所以，选用此类隔热涂料配合外墙、门窗、屋面保温材料可以有效降低外墙和屋面太阳辐射吸收率，减少制冷设备的使用时间，降低建筑使用能耗，起到建筑节能的效果。

In regions of hot summers and warm winters, summer is long and winter is short. It is hot all year round and high in humidity. The temperature difference is small while the solar radiation is strong. It cannot save energy simply by reducing the heat conduction capacity of walls, roof and windows and using thicker insulation materials. The energy consumed by cooling devices is usually three times more than that of heating devices. The application of this heat insulation paints, accompanied by insulation materials on exterior walls, windows, doors and roof, can significantly shield off the solar radiation on exterior walls and roof and reduce the usage of cooling devices, which can reduce energy consumption hence save energy.

- “3 wet”汽车涂料市场的高科技
"3 wet" – High-Tech in Auto Coating Market

“3 wet”是一种特殊的车用烤漆。过去在给车体做烤漆时需要喷涂三次，喷涂完一次后进烤箱，然后再喷涂第二次，再进烤箱，是一个三次涂烤的过程。立邦涂料的创新之处在于让车厂们一次性完成对车体的三次喷涂后，只需要进一次烤箱即可，这样就减少了两次烘烤的时间、大幅节约了成本与作业流程，提高了生产效率。

"3 wet" is a special coating for auto baking finish. It used to take three times to finish the baking finish process with one application of paint between each of them. Our coating allows the manufacturers to apply all the three wet coat of paints and then bake once. It saves time, costs and process, which increased the production efficiency.

- 自清洁涂料技术
Self Clean Paint (SC)

立邦自清洁涂料以创新技术解决了环境污染者在影响涂膜美观性和持久性上的难题。在大气环境中存在着大量的污染物，这些污染物和大气中浮游的灰尘和煤灰（碳黑）、油烟（焦油状物质）等物质一起，经过自然堆积或是随风四散又经静电接触后，会附着在涂膜的表面。在降雨后就会形成污水并流落到垂直面上，当水分被挥发后就会在漆膜的表面形成黑色的“雨痕”。

立邦自清洁涂料技术使涂膜的表面形成亲水性。经雨水冲洗后的涂膜表面，由于水接触角变小，水膜在漆膜的表面会铺展开来，原来附着在漆膜表面的污染物被水膜替代。随着雨水的冲刷，污染物将无限地被水膜替代被稀释，当水分挥发后，漆膜表面就再也无法形成黑色的“雨痕”状的污染带了。

With its innovative technology, Self Clean Paint protects paint film from environmental pollutants, which pose a great threat to its beauty and durability. There are a great number of pollutants in the air, especially oleophilic substances, which, along with floating dust, coal dust (carbon black) and lampblack (a tarry substance), will contact and stick to the surface of paint film. This is due to static generation after natural accumulation or scattering, and once it sticks to the surface it will transform into dirty rainfall running downwards, leaving a black "rain print" on the surface after the water has evaporated.

Nippon Paint Self Clean paint makes the surface of paint film hydrophilic. Water film will spread out on the rain-washed surface of paint film due to decreasing water contact angle. As rain washes the surface, pollutants originally sticking to the surface will be continuously replaced and diluted by water film. In the end, when the water has evaporated, pollutants will no longer form a black "rain print" on the surface.



普通涂料与自清洁涂料降雨后“雨痕”对比
The rain print comparison between the surface using normal coatings and that of using self clean paint

• 立邦瓷净内墙乳胶漆

Nippon Paint Spot-Less Interior Emulsion Paint



立邦携手杜邦，采用高科技的特富龙®表面保护技术，结合立邦涂料领域百余年的制造经验和大力度的资金投入，成就全新的“立邦瓷净系列”内墙乳胶漆产品。立邦瓷净内墙乳胶漆具有水油双疏的涂层使水性及油性污渍都难停留墙面，即使是顽渍，也只需轻轻一擦，就能有效抵御99种污渍，为消费者带来“一抹无痕、洁净如瓷”的清洁解决方案，实现从“蛮力擦洗”、“化学溶剂擦洗”到“不粘墙主动抵御污渍”的技术革新，降低了清洁的难度和成本。

Cooperating with DuPont, Nippon Paint has combined high-tech Teflon® surface conservation technology with Nippon Paint's experience of more than 100 years in paint production, together with huge capital investments, to create brand new Spot-Less Interior Paint. With hydrophobic, oleophobic paint film, Nippon Paint Spot-Less Interior Paint makes it difficult for water-based, oil-based or even stubborn stains to stick to the wall. A gentle wipe can effectively protect the wall from 99 kinds of stains, which offers consumers a cleaning solution that showcases "A gentle wipe make your wall spotless as porcelain". Nippon Paint's technical innovation of "automatic stain-resistance" reduces the difficulty and cost of cleaning.

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• 立邦木器漆擦色宝

Nippon Paint scrubbing colorant for wood coating

传统的上色工艺是在清漆中添加色精后进行喷涂，存在施工现场漆雾大、VOC（挥发性有机化合物）排放高的问题，且对于结构复杂的部件，无法达到均匀上色的效果。立邦木器漆擦色宝的问世颠覆了传统的喷涂上色工艺，通过在底涂上刷涂后擦拭收色，既适用于结构复杂的对象，且着色效果均匀，又降低了施工现场的油漆飞溅，提高了物料的利用率，减少了对油工的健康危害。通过解决染料渗透的技术问题，在保证产品具备优异的漆膜渗透性的同时提升了产品的施工宽容度。

The traditional coloring process is to spray the object after adding color concentrate to varnish. However, this process brings about problems as thick site paint mist and large VOC emissions. Further, complex parts cannot be colored evenly. After Nippon Paint scrubbing colorant for wood coating came out, the traditional spray coloring process has completely changed. Objects are colored by brushing and applying on base coats and then scrubbing. It is also applicable to complex parts. With this product, objects can be colored evenly and less paint is spilled at the site, which improves utilization rate of materials and reduces the health hazard to painters. With technical problems of permeation of colorant, excellent paint film permeability is ensured and the compatibility of products is enhanced.

• 水性聚脲树脂

Water-soluble Polyurea Resin

2013年立邦树脂本部发明了聚脲树脂水溶性的功能合成技术，该项技术的诞生填补了市场上没有环保型水性聚脲树脂合成技术的空白。经测量，其VOC（挥发性有机化合物）含量低于4%；在160度的高温烘烤下可以实现快干的效果，并且拥有优异的耐水、耐溶剂的特性，大大提高了产品的环保性应用。该产品已被成功应用于不锈钢表面和玻璃制品上。

In 2013, Nippon Paint Resin Production Department invented a synthesis technology to synthesize water-soluble polyurea resin. Its emergence has filled the blank of environmental-friendly water-soluble polyurea resin synthesis technology in the market. Tests show that its VOC (volatile organic compounds) content is below 4% and its fast-drying capability is under the temperature of 160 °C. In addition, its outstanding water-resistance and solvent-resistance have dramatically improved its application for environmental protection. So far, the product has been successfully applied on the surface of stainless steel and on glassware.

• 国内第一条融汇三大技术汽车涂装生产线

The First Domestic Automotive Painting Line with the Three Technologies Blended

2013年3月，中国第一条同时融汇PN1400系列高泳透性电泳、IPP免中涂、2K三代清漆技术等三大技术的整车涂装生产线正式投产，这条主要由凯柏立邦汽车涂料公司提供产品及配套服务的生产线，初步预计年涂装整车30万辆。

In March 2013, Nippon Paint China created its first automotive painting line blending three green technologies including PN1400 electrophoresis with high electrophoretic penetrability, IPP primerless paint and 2K III varnish and it has been officially put into operation. It is estimated that the line, whose products and supporting services are mainly supplied by BK & NP Automotive Coatings (Shanghai) Co., Ltd., will paint 300,000 automobiles per year.

• 一站式涂装服务

One-Stop Painting Service

从单纯销售涂料产品的制造商到提供“一站式”墙面涂刷解决方案的服务商，立邦聚焦于各种环保涂料产品的研发并搭配专业的辅料与工具，用“专业、环保、快速、可靠”的墙面“刷新服务”在短短几天内将消费者的旧舍焕然一新，让消费者体验到刷新的乐趣。

From a manufacturer merely selling paint products to a provider of One-Stop wall paint solutions, Nippon Paint combines their environment-friendly paint products, professional accessories and tools along with a painting service. The professional, environmental-friendly, fast, reliable "refreshing service" can renew the old houses for consumers in just a few days.



12年的老房，5天时间，焕新又换色
The 12 year old flat was refreshed in 5 days

• 无胶水涂装体系

Non-adhesive Paint System

立邦是行业内第一个提出底材全程无胶系统的企业。所谓全程无胶水墙面涂装体系，指的是在涂装体系中产品本身及施工过程中不含、也不需要使用到任何的建筑胶水。因为建筑胶水的制作工艺限制，建筑胶水中会含有甲醛。全程无胶水涂装体系能够最大程度地避免劣质胶水给人体带来的伤害，保证客户在涂装过程中的安全性。全程无胶水涂装体系应用非常广泛，可应用到内墙、外墙、阳台、厨卫等涂装位置。

Nippon Paint takes the lead in building a substrate non-adhesive paint system. Non-adhesive wall paint system means that no construction adhesives are used or needed in the products or painting process. Construction adhesives contain formaldehyde so a non-adhesive paint system can minimize the harm of inferior adhesives to human bodies and ensure the security of customers during the painting process. The non-adhesive paint can be widely applied in various places, from interior walls to exterior walls, from balconies to kitchens & bathrooms.



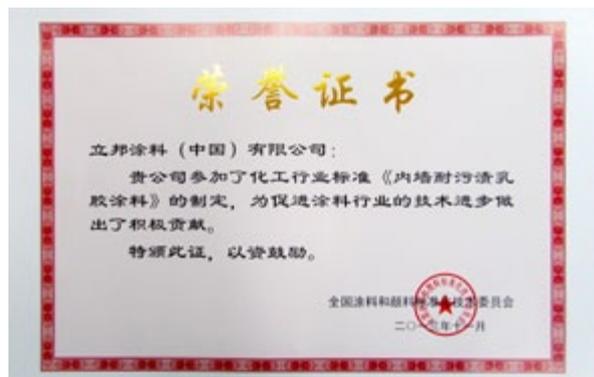
• 创新研发广受肯定

Innovation and R&D
Receive Widespread
Acknowledgement

立邦始终坚持研发绿色环保的产品和技术，在涂料行业获得了良好的声誉和肯定，并多次参与行业标准和国家标准的制定。2013年，立邦成为了中国建筑材料联合会生态环境建材分会的理事，将会把绿色产品的理念更好的贯彻下去。



With its continuous R&D of green, environmental-friendly products and technology, Nippon Paint has received acknowledgement and gained a well-deserved reputation. Nippon Paint has participated in the development of several industry standards and national standards. In 2013, Nippon Paint China has become a member of Ecological Building Materials Branch, CBM COUNCIL, and will fully implement the concept of green products.



▶ 丰硕的研发成果

Abundant achievements

立邦的研发团队一直致力于新技术的研发，2013 年，乳胶漆研发团队共获得 7 项专利授权，为立邦涂料在行业内保持技术领先打下了坚实的基础。

The R&D team of Nippon Paint has been devoted to exploring new technologies. In 2013, the R&D team of emulsion paint has succeeded in applying 7 patents, laying a solid foundation for our leadership in the industry.

立邦一直以来注重于绿色研发的部分，并将研发的技术充分应用于绿色产品的开发。2013 年绿色产品开发的表現不俗，使立邦的乳胶漆产品种类变得更为多样化：

Nippon Paint is always attaching importance to green R&D, and applying R&D technology to green products' development fully. Nippon Paint has scored brilliant achievements in 2013. The portfolio of emulsion paints is diversified:

净味产品由 15 种 → 25 种
无甲醛产品由 6 种 → 9 种
吸附和分解有害有机气体由 6 种 → 9 种
低 VOC (挥发性有机化合物) 产品由 15 种 → 全系列所有产品
低挥发性产品由 0 种 → 2 种

Odour-less products from 15 to 25
Non-methanal products from 6 to 9,
Hazardous gas capture products from 6 to 9
Low-VOC products from 15 to all
low volatile products from 0 to 2

绿色采购

Green Purchasing

绿色采购的理念始终贯穿在立邦中国的整个采购实践中，在供应商的选择、评估和管理过程中，时刻以环境保护和实现企业的持续发展为目标，凭借诚实为本进行公正的物料采购。在日常的管理中注重效率的提升和环境的改善，积极推广散水和大包装物料的采购，同时关注供应商环境限量物质的管控，以帮助其更好地理解与配合立邦中国的绿色采购理念。

Green procurement has been the guidance for the whole purchasing process. When selecting, assessing and managing suppliers, Nippon Paint sticks to the principle of fairness, honesty, environmental protection and sustainability development. Nippon Paint emphasizes on enhancement of efficiency and environment by purchasing water and materials in bulk while follow closely to the limited substances control by suppliers. By doing this, Nippon Paint help suppliers understand and implement our green procurement concept.

绿色研发由
立邦 CSR 委员会
采购本部推动
Facilitated by
Corporate Purchasing Departments of
the CSR Committee

▶ 采购流程与管理

Purchasing Process and Management

立邦中国的采购遵循一套完整的制度流程，这套制度流程与立时集团总部所发布的作业流程相符。立邦视供应商为紧密的合作伙伴，从供应商的引入开始，就与供应商建立起紧密的关系。对于供应商的日常评估将贯穿于整个合作周期，并会定期对供应商进行实地考察以做好事前防范工作。立邦通过 SRM7.0 供应商关系管理操作平台，对采购的过程进行严格管控，并且通过对采购制度的完善和平台的建设，努力为实现环境保护和企业的可持续发展做出贡献。

Nippon Paint China follows a complete set of systems and processes for purchasing, which comply with the work processes published by Nipsea Group. Nippon Paint regards suppliers as business partners and work closely with them during the whole business cycle. For example, suppliers are evaluated regularly and site visits are conducted to ensure they are taking the proper precautions. Besides, Nippon Paint China is using the SRM7.0 supplier relationship management operation platform, maintaining strict control of the purchasing processes, perfecting operation systems and building the platform so as to realize its green purchasing concept.



▶ 材料供应商准入制度

Material Supplier Admission System

立邦对于供应商的选择十分严格和谨慎。根据集团发布的《立邦供应商管理程序》，在潜在供应商成为合格供应商之前，立邦相关的业务部门都会介入，对供应商的品质、安全、环保等各个方面进行综合评估并打分，必要时还会进行实地考察，发现问题还会要求限期整改。只有那些经过审批并完全合格的供应商才会正式成为立邦的供应商。这样的一套准入制度，虽然成本高且周期长，但对于甄选优质的供应商来说必不可少。因为立邦人相信，只有优质的上游供应才有可能创造出优质的下游产品和服务。

Nippon Paint has been strict and prudent in selecting suppliers. According to the "Procedure on the Management of Suppliers" for Nippon Paint China, in order for a prospective supplier to become qualified, all relevant departments of Nippon Paint China will participate in the review process. If necessary, a site visit is conducted for comprehensive evaluation and scoring of the suppliers in terms of quality, safety and environmental protection; any problem detected shall be rectified within a specified term. A supplier can become qualified supplier for Nippon Paint China only after it passes all evaluations and reviews. Such an admission system, though high in cost and long in implementation, is indispensable for selecting high quality suppliers. The staff of Nippon Paint China knows that only with quality suppliers can quality products and services be possible.

▶ 环境限量物质管控

The Control of Environmental Limit Material

企业社会责任，尤其是安全环保，一直以来都是立邦最为重视的部分。为了有效地管控环境限量物质，立邦从一开始就对供应商的准入做出规范。立邦的采购人员不仅是这种理念的传道者，同时也是严格的执行者。目前凡是涉及到环境限量的新原料申请，立邦都会要求供应商提供相关的检验报告，否则该原料和供应商都无法成功进入立邦合格供应商体系。严格的管控并没有让立邦面临原料供应的压力，相反却帮助立邦成长成为一家对员工、客户、社会负责的涂料界知名企业。

CSR, in particular safety and environmental protection, has always been a priority for Nippon Paint. To effectively control the substances dangerous for the environment, Nippon Paint China has regulated supplier's emissions since the very beginning. The purchasers of Nippon Paint China not only disseminate such philosophy, but also strictly implement it. When a product involves a new, restricted raw material, Nippon Paint requires the supplier to provide relevant test reports, otherwise, the material and the supplier cannot be admitted to be a qualified supplier of Nippon Paint China. Strict management and control do not cause Nippon Paint to feel pressure or a lack of suppliers; on the contrary, they contribute to the growth of Nippon Paint into a famous leading enterprise in the paint industry that holds itself responsible to its employees, customers and the society.

▶ 整合平台展现成果

Integration of Platforms to Present Achievements

经过多年的努力，立邦已经建立起了自己的采购体系，并且通过使用 SRM7.0 供应商关系管理平台整合了原本分散的供应商管理体系。作为国内首家成功运用 SRM 供应商关系管理系统平台来管理供应商的涂料企业，优质的遴选平台和制度配合，确保了每一家进入立邦供应商体系的新供应商都符合企业社会责任的要求。同时立邦还在不断推进各项环保项目，持续提高对大包装散水的采购就是其中一项，以立邦广州工厂为例，溶剂的散水比例从 2012 年的 18% 提升到了 2013 年的 53%，从根本上减少了包装材料的浪费。此外，立邦在年度供应商评估中还增加了同世界知名供应商在企业社会责任方面的合作，共享绿色采购的理念。

Through many years of efforts, Nippon Paint has established the purchasing system and integrated decentralized supplier management systems with the SRM7.0 platform. As the first paint enterprise succeeding in managing suppliers with the SRM system platform, Nippon Paint uses an excellent selection platform together with an excellent system, to ensure that every newly admitted supplier complies with the requirements for CSR. Nippon Paint China is also promoting many environmental protection projects. Continuous increase of the percentage of water and material in bulk is one of them. Take the Nippon Paint Guangzhou plant as an example. Their product's water and material ratio increased from 18% in 2012 to 53% in 2013 and less packaging materials were used. In this way, the idea of cyclic economy is put into practice. Additionally, in our annual supplier evaluation, we cooperate with world famous suppliers in CSR to promote the concept of green purchasing.

绿色生产

Green Production

立邦关注生产运营过程中的每一个细节，产品的生产过程，工人作业环境以及废弃物的排放等方面以确保符合环保的相关政策。立邦采取一切必要管理措施，提高资源（原材料、能源）利用率，减少有害废弃物排放，改善员工作业环境，实现资源节约、环境友好、安全生产的目标。

Nippon Paint ensures that the operation process, including production, operational environment and waste discharge, conforms to relevant safety and environmental protection policies. In order to realize the target of resource conservation, environmental protection and safe production, Nippon Paint pledges to take necessary measures to enhance utilization rate of resources, such as raw materials and energy, reduce hazardous waste discharge and improve working conditions.

绿色生产由
立邦 CSR 委员会
TU\IU\PD 生产本部共同推动
Facilitated by Corporate
Production Departments of
TU, IU and PD of the CSR
Committee



2013 年，立邦绿色生产年度节能量就可满足上万户一线城市普通家庭一个月的能源消耗。

In 2013, the amount of energy conserved by Nippon Paint China through their environmentally friendly production processes is the equivalent of the monthly energy demand of ten thousand average families in China's first-tier cities.

▶ 绿色生产策略

Strategy

立邦对于不同管理对象采取了不同的管理策略，力求最佳平衡，实现综合效益最大化。

对于新建工程，立邦已开发出了完整的“绿色生产”标准。该标准使工程能在全生命周期内实现“绿色”，在工程设计阶段就引入绿色理念，设立所需达到的绿色标准，规划工程各阶段所需采用的先进节能和环保工艺设施，使工程能不断满足日益严格的节能减排要求，并根据投资的追加情况持续改善。对于运营中的工程，立邦秉承持续改善的理念和实践，通过专案或系列改善活动来逐步实现更高的节能减排环保目标。

“绿色生产”目标的实现，需要一丝不苟的精神和长期不懈的努力。为此，立邦建立了科学的综合监测统计方法和指标来加强日常数据的积累，并通过不断进行跟踪比对和数据分析，实现精益管理，以进行持续改善。

Nippon Paint takes different measures towards different subjects to strive for a balance and the maximum of comprehensive output.

In terms of new projects, Nippon Paint has developed a complete set of green production standards. The standards have been integrated into the whole cycle of production. Cutting-edge facilities of energy conservation and environmental protection are planned and improved as investment increases to meet the ever increasing demand for less energy consumption and waste emission. For the undergoing projects, Nippon Paint, in the spirit of constant improvement, will gradually improve them to meet the energy conservation target by adding special projects.

To achieve Green Production needs stringent spirit and strenuous efforts, to this end, Nippon Paint set up a scientific comprehensive monitoring system and a set of index to collect data. Though data analysis, we can improve the production process.

▶ 绿色生产组织架构

Organization

为了实现“绿色生产”的各项目标，立邦建立了实施绿色生产的组织架构，各司其职开展能源管理和环境管理。

In order to achieve Green Production, Nippon Paint sets up a framework to coordinate different departments in energy saving and environment control.

▶ 能源管理组织

Energy Control Organization

立邦在总部层面成立了节能领导小组；各子公司建立了三级能源管理网络组织体系。生产本部制造组和各公司节能领导小组由对应总经理担任组长，公司设备部及生产部经理任副组长，组员由各职能部门和生产车间的主要负责人组成。节能领导小组负责统筹节能的管理规划，建立符合工业用能管理要求的制度条例，查核能源使用状况。

Nippon Paint set up an energy conservation panel in the headquarter and a network of three levels in the subsidiaries with managers of head production departments as directors and managers of equipment departments and production departments as deputy directors. The members are from the employees in charge in the workshops and units. The panel coordinates the control planning, draws up regulations that conform to the industrial energy usage standards and verifies the energy consumption.

▶ 环境管理体系

Environment Control System

集团各公司建立完善安全环境管理体系，并通过 ISO14000、OHSAS18000 的体系认证。其人员由生产本部安全组和各公司安全环保部门以及相关职能部门人员构成，确保环保设施的正常运行、固体废弃物的分类管理和处置、危险废弃物的分类管理和处置、环境指标的监测、法律法规的收集和汇总等。

Companies under the group established safety and environment control system and passed the system certifications of ISO14000 and OHSAS18000. The personnel comprise of employees from the safety team of the production department, the safety and environment departments of the companies and other relevant departments. The purpose of the system is to ensure the safe operation of environmental protection facilities, the distribution and disposal of solid wastes and hazardous wastes, the monitoring of environment indicators, the collecting and summary of regulations and laws, to name a few.

▶ 2013 年节能减排成果

Achievements in Energy Conservation & Emission Reduction in 2013

• 节能 Energy Conservation

立邦不断通过内部节能减排、生产设备改造、生产结构调整等多种手段，来实现企业能耗的有效降低，2013 年节省燃料动力费约 18%，节省费用 530 万元。

Through energy conservation & emission reduction, retrofit of production equipment and adjustment of production structure, Nippon Paint effectively reduced enterprise energy consumption. In 2013, Nippon Paint China saved about 18% on expenses for fuel and power, which amounted to RMB5.3 million.

2013 年度节电成果
Electricity conservation in 2013



> 510,816 度
degrees

2013 年度节气成果
Gas conservation in 2013



> 163,398 立方米
m³

相关案例分享 Relevant cases

立邦广州工厂空压机变频案例

Variable frequency of the air compressors in Nippon Paint Guangzhou Plant

立邦广州工厂在全厂实施统一的供气方案，在原有二台空压机的基础上新增一台空压机并实现联网，通过利用输出空气的压力和流量参数来控制主机的变频运转，从而减少空压机的空载时间，节约了用电。

节能成效：每年节约 > 390,416 度

Nippon Paint Guangzhou plant adopted a unified gas supply program. It originally had two air compressors, and later installed another air compressor and connected them into the same network, then controlled the variable frequency operation of the main machine with the pressure and flow of the output air, thereby reducing no-load operation time of air compressors and saving electricity.

Achievement in electricity conservation: Annual conservation of more than 390,416 degrees

立邦上海工厂、立邦廊坊工厂太阳能项目案例

Solar energy projects of Nippon Paint Shanghai plant and Langfang plant

从使用电和锅炉到引入清洁能源太阳能来实现对水的加热，不仅满足了员工对于浴室用水的需求，又减少了能源浪费和对环境的污染，满足了清洁生产的要求。

节能成效：每年节约 > 163,398 立方米

In the past, the plants used electricity and boilers. Now they use solar energy, a form of clean energy, to heat water. It not only meets the demand from employees for water in bathrooms, but also reduces energy waste and pollution of environment, and meets requirements for clean production.

Achievement in gas conservation: annual conservation of more than 163,398 m³



立邦苏州雅士利工厂空压机余热交换案例

Residual heat exchange of the air compressors in Nippon Paint YSL plant

空压机在运行过程中会产生大量的热量。为了能使这些热量得到充分利用，在空压机和水箱间增设了余热回收设备，回收到的余热可用于对冷水的加热，从而提高了热能的利用率，同时又降低了热能对厂区环境的污染。

节能成效：空压机运行 20 小时可满足 290 人洗澡用热水

Air compressors generate a great amount of heat during operation. To make full use of such heat, residual heat recovery equipment has been arranged between the air compressor and the water tank. Recovered heat may be used to heat cold water, thus improving the utilization rate of thermal energy and reducing pollution of thermal energy to factory environment.

Achievement in energy conservation: With air compressors operating for 20 hours, water can be heated for 290 people to have a bath

立邦上海工厂 LED 灯的推广使用

Popularization of LED lamps in Nippon Paint Shanghai plant

在立邦上海工厂的车间内，将原有照明用金卤灯逐步更换成 LED 灯。由于 LED 光源具有不含汞、无有害射线和电磁干扰的优点，因此在保证发光效率的同时，减少了对员工的伤害，同时将光源对于环境的污染降低到最低。

In the workshops of the Nippon Paint Shanghai plant, metal halide lamps for lighting have been gradually replaced with LED lamps. LED light sources neither contain mercury nor have harmful ray and electromagnetic interference, so with the same amount of light, injury to employees has been reduced, and lighting pollution has been minimized.

• 减排 Emission Reduction

通过增加处理系统及设备的投入，提升回收再利用，2013年立邦在粉尘、污泥减排以及减少碳排放上收效显著。

By increasing the number of treatment systems, input in equipment, strengthening of recovery and recycle, in 2013, Nippon Paint China significantly reduced their emissions of dust, sludge and carbon.

• 粉尘 Dust

通过在水性车间内增加除尘系统，将多余的粉料收集起来，用于相应产品的生产，既减少了空气中粉尘的含量、保护了员工的安全，降低了环境污染，又减少了粉尘的浪费。2013年1-10月已累计节约粉料77.2吨。



A dust removal system has been installed in the water paint workshop. Excessive dust is collected for related production processes. In this way, the dust in the air is decreased, the employees are protected, and environmental pollution and waste of dust are reduced. A total of 77.2 tons of dust was saved from January to October of 2013.



• 碳排放控制 Carbon Emission Control

立邦通过制定废弃物减量指标来降低CO₂的排放。同时对废弃物实施严格的管控，将车间、办公楼里产生的废弃物进行分类，通过厂家回收、废品回收和委外第三方处理等方式，对每一种垃圾都进行适当的处理。2013年度立邦的二氧化碳排放量相较于2012年下降了9%。



Nippon Paint formulates waste reduction targets to reduce emissions of carbon dioxide. Nippon Paint also strictly controls waste by classifying waste from workshops and offices, recycling it through the manufacturer, recycling it as scrap or having it disposed by a third party. In 2013, the carbon dioxide emissions of Nippon Paint China were reduced by 9% compared to the previous year.



• 污泥 Sludge

从对生产计划的优化调整，到对生产设备的改进和对污水处理系统的改造，再到对污泥脱水压滤布清洗频率的增加，立邦在生产链的各个环节实施一系列的污泥减排措施，从源头上减少污泥的产生，从而实现对污泥的减排。



对于无法实现减排的污泥，立邦不会置之不理，而是将其进行回收再利用。在对污泥进行晒干处理后，将它们用作批墙的原料，实现废弃物的回收再利用。

Nippon Paint takes a series of measures to reduce sludge emission in every procedure of the production chain. Measures include: optimization and adjustment of production plans, improvement of production equipment, retrofitting of the sewage treatment system, and increasing the frequency of cleaning sludge dehydration filter press cloths.

The sludge that cannot be reduced in emission will not be ignored; Nippon Paint will recover it for re-use. Sludge will be dried in the sun and used as the material for smoothing walls, thereby accomplishing recovery and re-use of waste.

绿色推广

Green Education

立邦不断通过员工推广、店铺宣传、油漆工绿色培训等多样化的形式，建立由内而外的正向循环沟通，强化立邦绿色理念，也同时将绿色的消费、生活理念和态度，由小至大传播给整个市场。

Through such diversified forms as staff promotion, in-store publicity and green training for painters, Nippon Paint is strengthening its green concept, and is spreading the ideas and attitudes of green consumption and life across the whole market.

绿色推广由
立邦 CSR 委员会
公关中心以及市场本部共同推动
Facilitated by
PR Center and
Corporate Marketing Department of
the CSR Committee

► iColor 未来之星设计大赛

iColor Future Star Design Competition

2013 年的 iColor 未来之星设计大赛是一场面向各大设计院校师生，以“中国梦”为主线，以“梦想空间，创意绿色环境”为主题的设计大赛。此次活动得到了中国建筑装饰协会的特别支持，60 位专家教授参与了活动的评选工作，11 家一流设计企业提供了 17 个带薪实习的机会作为奖励。活动一经推出就获得了极其热烈的反响，共有 97 所高校参赛，收到参赛作品 807 幅，并且最终评选出了 11 位 iColor 未来之星。

2013 iColor Future Star Design Competition is open to teachers and students in all design colleges. The subject of the competition is "Renewing Dream Space while Creating Green Environment" around the theme of "The Chinese Dream". The competition has received special support from the China Building Decoration Association and it has also gained a huge response with a total of 97 colleges participating and 807 entries. Moreover, 60 specialists and professionals in total have taken part in the appraisal and 11 leading design companies have offered 17 co-op opportunities as rewards. Finally 11 participants were selected as the iColor Future Star of the year.

iColor 未来之星参赛作品
excellent works of iColor Future Star
Design Competition



iColor 未来之星颁奖典礼
iColor Future Star Design Competition
award ceremony



参赛选手对作品做现场陈述
The contestants are making
an introduction of their works



评委对作品做现场打分
The judges are grading the works



评委对作品作现场点评
The judges are giving comments on the works

▶ iColor “因爱之名，刷新生活” 免费设计新家

iColor "Free Home Design, Way of Love" Campaign

2013年6月至9月，秉承着为千家万户刷新生活的理念，立邦开展“因爱之名，刷新生活”免费设计新家、打造绿色生活大型网络活动，号召全国82个城市的万名设计师与知名家装公司一起为消费者免费设计新家，刷新梦想空间。此次活动受到网民的高度关注，参与设计师达5,404位，共收到设计作品5,091套。由于参与的设计师覆盖全国省市，因此很好地满足了所有有装修需求的消费者对于家装设计的需求。该活动在业内广受好评。

From June to September in 2013, with the belief of renewing life for thousands of homes and offices, Nippon Paint China has held a large online event that provide free home design to renew people's life and advocate green life. It called for designers and renowned companies from 82 cities across the country to design new houses and renew dream spaces for consumers. The event has received widespread attention online. 5,404 designers, covering all provinces and cities across the country, have taken part in the event and delivered 5,091 entries, meeting the interior design requirements of all consumers. The event has received highly acclaim from the industry.

iColor “因爱之名，刷新生活”免费设计新家设计师作品展示
The display of designers' works of
iColor "Free Home Design, Way of Love" Campaign



▶ 立邦专卖店

Nippon Paint Stores

立邦将绿色环保理念融入到各专卖店的设计中。当顾客走进任意一家立邦专卖店时，都能从店内的陈列及设计等各个细节中感受到立邦向消费者所传递出的绿色生活的理念。在立邦专卖店内，所有墙面装饰和陈列都采用了立邦的环保绿色涂料，而为了体现绿色节能的理念，店内所有的照明都采用了LED节能灯。在每家专卖店内还会有一面立邦企业社会责任展示墙，以图文并茂的形式向消费者展示立邦所践行的企业社会责任的五大项目。

The concept of environmental protection is applied in the designs of all Nippon Paint stores. The exhibition, the design and every detail of the store are promoting the idea of green lifestyle to consumers. Environmental-friendly Nippon Paint coating and LED energy-saving lights are used. A display wall is also installed to illustrate 5 responsibility projects of Nippon Paint's corporate social responsibility in every store.



▶ 绿色生活，从我做起

Begin from myself for a green life

立邦在员工中间倡导“绿色生活，从我做起”的绿色推广活动，宣传和督促员工参与节能行动。通过各类细小习惯的培养，将节能的理念深入到员工工作和生活的每个细节中。

Nippon Paint China launched the campaign “begin from myself for a green life” among employees, which urged the employees to save energy. Nippon Paint China helps the employees to cultivate good habits, thus saving energy in their daily lives.

• 节电 Electricity Conservation



不使用的用电设备，需及时关闭电源；在自然光充足或无人办公的区域，应及时关灯，养成随手关灯的习惯。

Idling power consumers shall be switched off. Lights should be turned off when leaving the room. The lamps in areas with sufficient natural light should be kept off.

合理使用空调设备，在春秋季节天气晴好的情况下，在办公区域应尽量保持通风，减少空调的使用。使用空调时，温度应尽量保持在26度。

Use air conditioning devices in a reasonable manner. During the spring, fall or on other moderate temperature days, office zones shall be well ventilated to reduce the use of air conditioning. When using air conditioning, keep the temperature at 26 degrees as often as possible.

• 节能 Energy Conservation



复印纸、打印纸双面使用。

Both sides of a piece of duplicating paper or printing paper shall be used.

洗手后尽量减少对擦手纸的使用。

Minimize the use of paper for drying hands after hand washing.

减少一次性用品的使用，例如在食堂内尽量不使用一次性餐具，尽量减少或不使用一次性纸杯。

Minimize the use of disposable articles. For instance, minimize the use of disposable tableware in cafeterias and minimize the use of disposable paper cups.

• 节水 Water Conservation



在水喉处张贴节水标语，提醒及时关紧水龙头。

Place water saving slogans at the water hose, don't leave faucets running.



▶ “珍爱生命，关注健康” — 油漆工环保培训

“Love Life, Love Health”-Environmental Protection Training for Painters

一般而言，涂料的使用和涂刷需要由拥有专业技能的油工师傅来完成。在立邦训练学校里专门为油工师傅们开设了“珍爱生命，关注健康”的安全培训课程，希望能将“安全”的核心理念和绿色的施工工艺传递给每一位立邦油工师傅，带动他们关注工作中的危险环节，保护自身健康和安全的同时也为消费者担负起安全环保的责任。此项培训覆盖全国，主要内容有向油工师傅提供职业安全培训、健康维护讲座、施工安全培训等。

Brushing is often handled by skilled professional painters, so Nippon Paint China added the safety course “Love Life, Love Health” to their painter trainings at the Nippon Paint Training School. Their goal is to teach safety practices and green techniques to every painter, and make them aware of dangers so that they can protect their health and safety. This not only helps the workers, but also reduces risks for end consumers. These painter trainings are given across the whole country and the main content includes vocational safety trainings, health lectures and general safety trainings.



创造有温度的色彩，实践我们的责任

Create warm color, practice our responsibility

责任循环

Responsibility Segment

通过员工关怀、「为爱上色」以及社区关怀等责任项目，坚定不移地提升立邦企业操行成绩单，希望通过不懈的努力，在全社会形成各群体共同参与、深化社区关怀的良好氛围，将企业社会责任真正转变为可持续发展的推动力。

“Employee Care”, “Color, Way of Love” and “Society Care” have been demonstrating the social commitments of Nippon Paint. Nippon Paint hopes that, through unceasing efforts, it can help creating an all-inclusive environment of society care that covers the whole society, and eventually transform CSR into a driving force for sustainable development.

以人为本，共创精彩 员工关怀

Adhere to people-oriented concept, and create excellence together
Employee Care

不论在哪个岗位上，每一位员工都是立邦创造不同精彩背后最为重要的财富与支持者。立邦坚信，给员工提供最适切的关怀和照顾，提升员工积极性、满意度、敬业度和职业忠诚度，进而享受在职业舞台上的挑战并收获成就，是立邦对每一位员工应尽的责任。2013年在创造巨大价值的同时，立邦继续从成长关怀、学习关怀、福利关怀和作息关怀四个方面开展员工关怀活动，关心员工的成长。通过绩效要素测评，立邦员工满意度稳中有进，员工主动离职率下降，立邦员工关怀计划也得到了员工的广泛认可。

Every employee, regardless of the post, is the most valuable asset and support behind the many achievements Nippon Paint has made. Nippon Paint believes that it is its due responsibility to provide employees with proper care and help, and to promote their motivation, satisfaction, devotion, and loyalty, so that they will enjoy rewards as well as challenges at their work. While creating enormous value in 2013, Nippon Paint has also promoted and expanded the scale of the Employee Care from four aspects: Career Development, Learning, Welfare and Work Life. From the evaluation of performance factors, we are pleased to find a dramatic increase in employee satisfaction and a decrease in voluntary turnover rate for this year, which is an indication of the remarkable progress that Employee Care project have made.



员工证言

Testimonies from employee

“立邦除了为员工提供安全舒适的工作环境外，还提供了很多员工关怀，如为泰国受灾员工捐款等。2011年我结婚，公司还给予了结婚贺礼；员工去香河体检，公司还为每一位员工提供免费早餐……感谢各位立邦同仁，让我们为公司明天的辉煌共同奋斗。”

立邦廊坊乳胶漆技术本部 白艳军

"In addition to a safe and comfortable work environment, Nippon Paint also provides a great deal of employee care, like making donations to disaster-stricken employees in Thailand. I received a gift from the company for my wedding in 2011. Also, when we had health checkup in Xianghe, the company prepared free breakfast for every employee... Thanks to all Nippon Paint colleagues, and let us work harder for greater success."

Bai Yanjun, Department of Emulsion Paints Technology, Nippon Paint Langfang

员工关怀
由立邦 CSR 委员会
TU\IU\RHQ\PD 人事本部
共同推动推动
Facilitated by
Corporate HR departments of
the TU, IU, RHQ and PD of
the CSR Committee

成长关怀

Career Development

立邦秉承以人为本的理念，积极实施人才强企战略，不断建立和完善人才培养、选拔和储备制度。面向新入职的员工和资深的优秀员工，提供更加完善的培训计划，创造更多的机会，为公司不断输送新鲜血液和经理级后备人才，推动公司的蓬勃发展。

With human resources as the most important assets, Nippon Paint has established a talent mechanism to cultivate, select and retail talents. To inject new energy to promote prosperity for the enterprise, new employees and prospective management talents are provided with comprehensive training scheme and opportunities to grow in the company, which in turn, promotes the prosperity of the company.

▶ 实习生计划

Internship Project

2013 年立邦通过招聘网站、校园 EDM（电子邮件）投递等方式从全国各地的 16 所高校招收实习生，最终共有 30 名学生脱颖而出加入到实习生计划。这些实习生都将参加由立邦专门制定的各种培训进行实际能力的培养，例如参加实习生座谈会、参观立邦工厂、参加各类创新竞赛等，此外立邦还特意为实习生们安排了导师带教指导毕业论文的撰写。后续实习生们还将参加考核，希望他们最终都能通过考核，成为立邦大家庭的一分子。

In 2013, Nippon Paint China has recruited student interns across the country through job search websites, campus EDM (Email Direct Marketing) and other channels. So far, 30 students have received offers from Nippon Paint. They are expected to participate in various trainings to develop their competencies, followed by evaluation afterwards. Hopefully, they all will eventually become members of Nippon Paint family.



立邦 2013 年度实习生计划上海宣讲会现场
The recruitment seminar of
2013 Nippon Paint Internship project held in Shanghai



立邦广州工厂的人事宣讲团队正在同
广东轻工职业技术学校学生们面对面座谈，以小组的形式进行面试
The propaganda team of Nippon Paint Guangzhou plant are
having a group interview with students of
Guangdong Industry Technical College

▶ 星河计划和银河计划

Galaxy Project and Milky Way Project

“星河计划”是为工业涂料事业群生产供应链基层管理人员量身定制的系列课程。2013年下半年，共有22位员工通过层层推荐参加了9次星河课程培训。

“银河计划”是为工业涂料事业群生产供应链中层管理人员量身定制的系列课程，2013年共有20位员工通过层层推荐参加了9次银河课程培训。

The Galaxy Project is a series of courses designed specially for entry-level production supply chain managers of Industry Use Unit. In the second half of 2013, it trained altogether 22 carefully selected employees during 9 courses.

The Milky Way Project is a series of courses designed specially for mid-level production supply chain managers of Industry Use Unit. In this year, it trained altogether 20 carefully selected employees during 9 courses.

2013 年度银河计划学员合照
A group picture of 2013 Milky Way Project participants



2013 年度星河计划学员合照
A group picture of 2013 Galaxy Project participants



▶ 直面高层峰会

Face-to-Face with Senior Management Summit

2013年，共有10位来自于立邦工业涂料事业群各事业部和生产供应链的关键员工代表受邀参与了首次“直面高层峰会”，与立时集团首席执行官黄守金和NMC企业策划发展部高级副总裁Shae Toh Hock先生进行了面对面的互动。此次活动让参与人员充分感受到了集团高层对员工发展的关注与重视，并且更好地了解了公司的战略与愿景以及未来工作的重点和方向。

In 2013, 10 key employee representatives from the divisions under Nippon Paint China Industry Use Unit and production supply chains were invited to participate in the first Face-to-Face Senior Management Summit, where they had face-to-face interactions with Mr. Wee Siew Kim, CEO of Nipsea Group, and Mr. Shae Toh Hock, Senior Vice President of Corporate Planning & Development of NMC. The participants fully felt the concern and attention from the senior management to employees' development, and were better able to understand the strategies and visions of the company.

▶ TechMark 管理实战模拟

TechMark Management Practice Simulation

TechMark 实战模拟是专为汽车漆事业部资深销售经理或总监、资深技术经理或总监、各工厂主要工厂负责人及订单中心主管等定制的经营模拟培训。2013年共有38人参加了培训。在为期两天半的学习过程中，学员们不但学习与掌握了管理知识与理论，同时也切身感受到博弈的乐趣以及团队成员所带来的不同视角。

TechMark Management Practice Simulation is a training course on operations specifically offered to senior sales managers, directors and senior technical managers, directors of the Auto Coating Division, top officers of all factories, and directors of the Order Center. During the 2 and half day-long course, 38 trainees not only learned management knowledge and theories, but also experienced fun of games and different management perspectives and philosophies from other members in discussions and brainstorming sessions.



▶ 立时三年领导力培训

Nipsea Group 3-year leadership training

2013年，共有16位副总监、高级经理参加了由立时集团牵头组织的立时领导力培训。此次培训分三个阶段实施完成，通过行动学习项目和领导力模块学习，有效提升领导者的团队领导能力与个人技巧。

In 2013, a total of 16 vice directors and senior managers attended the Nipsea Group leadership training which is led by Nipsea Group. The training is held in three phases, aiming to effectively improve the leading skills and individual skills of team leaders.



学习关怀

Learning

立邦时刻关注员工在不同发展阶段的客观需求，把促进员工的全面发展作为公司发展的重要目标之一。有鉴于此，立邦成功启动了一系列综合“员工学习关怀计划”，通过线上学习平台和线下课程培训的形式，让每个员工都能够得到及时、有效、个性化的培训，同时强化在岗学习的理念，创建立邦“学习成长”的文化氛围。

Nippon Paint pays close attention to the employees' needs for the sake of integrating the individual development into the development targets of the whole enterprise. For this purpose, Nippon Paint has successfully implemented a series of "Education Care" projects, which allow every employee to receive effective and customized training in a timely manner through online learning platforms and offline training courses. By doing so, Nippon Paint strengthened the idea of on-the-job learning and created a "Grow by learning" atmosphere.

▶ 核计划培训

Core Project

核计划培训是一项着力于培养公司核心人才，提升经理级人员核心竞争力的培训。2013年共有126位经理参加了本年度的4期集训，共同学习了企业运营沙盘模拟、领导力发展、团队协作和内部高管分享的课程。

Core Project is intended to cultivate core talents and enhance core competitiveness of the managerial personnel. In 2013, a total of 126 managers participated in 4 sessions. Core Project includes courses on enterprise management sand table simulation, leadership development and teamwork, and sharing sessions joined by senior officers of the group.



▶ 菁英培训

Elite Project

菁英培训是一项面向全体前线主管的培训。2013 年立邦开设了“工程菁英”、“后勤支持菁英”、“HDC 菁英”、“销售支持菁英”、“DIY 菁英”5 大菁英班。各事业部前线主管共计 201 人参加，总培训人次达 675 人。

Elite Project is a training for all frontline supervisors. In 2013, five elite courses including "Engineering Elites", "Administrative Elites", "HDC Elites", "Sales Support Elites" and "DIY Elites" were set up. A total of 675 employees including 201 frontline supervisors from different divisions attended the elite courses.



▶ 蒲公英培训

Dandelion Project

蒲公英培训是一项适用于全体员工的培训，其内容包括了由公司及部门安排的提升业务水平的培训，以此来满足员工自身综合技能的提升，拓展员工在公司的发展空间。截止 2013 年 10 月底，通过线上及线下平台参与蒲公英培训的人数总计为 781 人。

Dandelion Project is available to all employees. Trainings arranged by departments or the enterprise can enhance comprehensive skills and meet specific needs of employees, hence provide better prospect for development in the company. By the end of October, 2013, a total of 781 employees attended the project through either online or offline platforms.



▶ 非财务人员的财务管理培训

Financial Management Training for non-finance staff

2013 年共有 25 位来自于工业涂料事业群生产供应链的关键员工参与了财务管理培训。通过培训，让参与培训的人员对公司财务报表的设置和使用有了进一步的了解和掌握，有助于促进非财务人员同财务部门之间的沟通。

A total of 25 key staff from the Production Supply Chain of Industry Use Unit participated in the Financial Management training program. The participants developed a deeper understanding of the set-up and use of the company's financial statements, which helped in the building of a common financial language between the finance department and other departments.

▶ E-Learning 平台

E-Learning Platform

自 2012 年立邦面向全体员工开放 E-Learning 在线学习平台起，该平台已成为员工线上学习的良好平台。2013 年 1-11 月，全年参与网络平台学习的人数达 7,998 人次。此外 2013 年还将菁英培训及蒲公英培训的课程内容与线上学习内容进行了结合，培训前学员可在 E-Learning 平台上找到相应的课程进行线上预习。

The open E-Learning Platform, launched by Nippon Paint China for all the employees, has proved to be an effective channel for their online learning. From January to November 2013, 7,998 staff took part in the project. Moreover, the Elite Project and the Dandelion Project were integrated into online learning courses, making it easier for employees to preview relative materials before training.



▶ 销售人员培训

Training for Salespersons

立邦中国粉末公司分别对北区销售人员及华东销售人员与工厂支持人员进行了拓展培训和“跨部门沟通与团队协作”培训。在轻松、自然的氛围中，员工们体验了一系列增强团队合作和沟通的课程，不仅提升了团队的凝聚力，增强了沟通能力，同时还加强了彼此间的合作和工作效率。

Nippon Paint Powder Coating Company launched an extension training program and The "Inter-departmental Communication and Team Collaboration" training for the sales staff in North China and East China respectively. In a natural and relaxed environment, the trainees participated in a series of training activities designed to strengthen teamwork, improve the communication skills, and enhance the mutual cooperation and work efficiency.



福利关怀

Welfare

立邦一直致力于提供周到全面的员工福利，涉及员工工作生活的方方面面，让员工感受到无微不至的关怀。除固有的员工及立邦油漆工师傅子女助学金、班车服务、员工购漆优惠政策之外，员工年度健康体检、员工健康早午餐的提供，以及部门旅游活动，让员工时刻感受到公司对于员工的关爱。

Nippon Paint has been providing meticulous care to its employees by offering comprehensive welfare to cover all aspects of their personal and professional work life. In addition to the existing welfare programs, such as the student grant for children of employees and painters, shuttle bus service, and discount policies, Nippon Paint China also provides such benefits as annual health check-up, healthy breakfast and lunch, and trips organized by departments to ensure that the employees always feel cared.

▶ 改善员工健康饮食

Improvement for a healthier diet for employees

为丰富员工的饮食结构、提供更为健康的早午餐，每月工业涂料事业群行政部都会收集员工代表的相关意见，并要求餐厅对于发现的问题及时整改。与此同时，建筑涂料事业群将原来统一规格的早餐改成了自助用餐的形式，并增加了早餐的品种，真正实现“关注员工健康从每天第一餐做起”。

To enrich and ensure a healthier diet for its employees, the Administration Dept of Industry Use Unit collected thoughts and opinions from staff representatives, and made sure that the cafeterias carry through such demands on a timely manner. The Trade Use Unit showed their concern for employees' health by changing from fixed meals to buffet and increasing breakfast choices for its employees.



▶ 年度健康体检

Annual Health Examination

2013年立邦对员工年度体检的项目进行了重新调整，使体检项目更合理、更全面，符合员工的需求，并且对于体检机构也重新做了筛选，力求为员工提供更为全面和体贴的健康关怀。

In 2013, Nippon Paint China readjusted the health check program to fit it in the welfare project. The new health check program is more comprehensive and the hospitals were also screened.

▶ 节日问候礼品制定

Festival greetings and gifts

立邦在今年的端午节及中秋节为所有员工（包括劳务工、实习生）定制了应景的节日礼品及问候卡片，在节庆期间对员工的辛勤付出表示真挚的感谢与敬意。

On the Dragon Boat Festival and the Mid-Autumn Festival, Nippon Paint China sent out greeting cards and gifts to all of its employees, including contractors and interns, as a way to express its gratitude and tribute to their hard work.



▶ 部门旅游

Group Outings

立邦为员工组织旅游活动，通过外出游玩，让员工在放松心情的同时，增进彼此间的了解和感情，同时让员工在工作之余也能感受到公司的关怀。

The group outings Nippon Paint organized encouraged employees to relax themselves and meanwhile understand and bond with each other. It also showed Nippon Paint's genuine care to its employees.



作息关怀

Work Life

立邦倡导的作息关怀不仅限于对员工的工作关怀，更通过举办各式各样的活动，将员工关怀的触角衍生至生活和工作的方方面面，让员工们真切感受到了公司所给予的全方位的关怀。

Nippon Paint believes that lifestyle care should not be confined to the workplace. Diverse extra curriculum activities are provided to reach all aspects of employees' work and life.

▶ 职业健康知识普及活动

The popularization of occupational health literacy

国庆前夕，为普及员工职业健康知识、推广企业文化，工业涂料事业群人事部举办了“迎国庆中秋竞猜”活动。员工们积极参与，在了解企业文化和职业健康知识的同时，也为自己赢得了精美的礼品。

Before October, the HR Department of Industry Use Unit held a fun contest with the purpose to promote corporate culture and occupational health literacy among the employees, and to celebrate the Mid-Autumn Day and the coming National Day. Employees actively took part in the contest and won prizes while learning about corporate culture and occupational health literacy.



▶ 员工关爱期刊和健康讲座

Employee Care periodicals and health lectures

员工关爱期刊是一份通过电子邮件发送的月刊，其内容包括安全关爱和生活关爱两大部分，并且会将实时社会热点问题收录在内。此外，立邦还会不定期地邀请医师和健康专业人士为立邦员工讲解健康保健常识。2013年已累计发布关爱期刊10期，举办健康讲座6次。

Employee Care periodicals is a monthly journal addresses care for safety and for life. It also updates timely on the most current hot issues in the society. Besides, doctors are invited to give lectures on health care for employees. In 2013, 10 issues of Employee Care periodicals were issued and 6 health lectures were held.



▶ 高温慰问和福利发放

High-temperature subsidies and welfare

今年夏天，我国多地出现了持续高温，立邦在全国工厂都开展了防暑降温健康安全知识的培训。各地工厂还准备了防暑降温药品，增加了高温防暑福利的发放；在中午最为炎热的时段，减少12点至14点的工作并延长午休时间；极端气温则安排一线员工中午轮休。此外，各地工厂的管理层还冒着酷暑到生产一线看望员工并送上防暑降温物品。

This summer, regarding the continuously high temperature happened in many cities across the country, Nippon Paint China held health and safety trainings in all of its plants to help its employee fight against heat. Nippon Paint China's plants across the country also prepared medicine for sunstroke prevention and increased the provision for high-temperature subsidy. For the hottest noon period, it reduced workload for the time frame from 12:00 to 14:00 and extended noon break; under extreme temperatures, it arranged noon rotations for production line employees. Moreover, despite the heat, the management of Nippon Paint China went to the production line to visit employees and brought them anti-heatstroke articles.

▶ 理财系列讲座

Financial management lectures

2013年立邦为员工开设了“轻松理财，完美生活—立邦员工理财投资专题”讲座，让员工对银行理财的基本方式有所了解。

In 2013, Nippon Paint China held financial management and investment lectures for its employees to give them information about basic banking services and wealth management.



▶ 母亲节插花活动

Flower-arranging activity for the Mother's Day

2013年5月8日，在上海集团总部举办了一次母亲节插花讲座。现场准备了新鲜艳丽的康乃馨、满天星和海棠叶等制作材料，每位学员都仔细认真学习，并将各自“爱”的作品带回家，亲手送给母亲，表达节日的问候和深深的感谢。

On May 8th, 2013, the headquarters in Shanghai held a lecture about flower arrangement on Mother's Day. With fresh and colorful carnations, baby's breath, Begonia leaves, and other materials provided on the site, every participant listened and learned attentively, and in the end brought back home their work of "love" to present to their mothers as a way to express their greetings and gratitude.



▶ 六一儿童节亲子活动

Parent-Child Activities on Children's Day

2013年6月1日，在上海集团总部举办了一次特别的亲子活动，员工的宝宝们被邀请参观了父母平日工作的地方，并且和父母一起涂鸦做画，表演才艺，最后又在象征同是立邦人的Family Tree(小小立邦成员家族树)上留下彩印指纹，度过了难忘的一天。

On June 1, a special parent-child event was held in the Shanghai Headquarters office. Children of the Headquarters staff were invited to visit their parents' workplace, where they, together with their parents, scribbled pictures, gave performances, and finally left their colored fingerprints on the Family Tree symbolizing Nippon Paint family. It was really an unforgettable day for both parents and their children.



▶ 企业文化故事和文化推广

Promotion of corporate culture and stories of our corporate culture

工业涂料事业群各地人力资源部举办了四期企业文化故事会，邀请员工参与企业文化小故事竞猜活动。9月更加推“企业文化之诚信篇”的活动，力图通过在各地陆续播放企业文化宣传片，以及邀请一线工人、普通员工参与拍摄的形式，让企业文化植根于每位员工的心里。

The Human Resources Departments of Industry Use Unit organized four storytelling sessions for corporate culture in which employees were invited to share their stories on the side of corporate culture and participate in quiz activities. In September, the Human Resources Department also initiated the "Corporate Culture-Integrity" program and showed its corporate culture videos to its staff in succession, and some frontline workers and general staff were invited to participate in the production of videos so as to make corporate culture take root in more employees.



多元内部沟通平台

Diversified Internal Communication Platform

为强化内部员工的凝聚力，2013年立邦在原有沟通平台的基础上，增加多种形式的内部沟通平台，让员工能更容易地了解公司的最新动态，积极参与公益活动，增进员工对公司的认同感与荣誉感。

To strengthen the internal cohesion of staff, in 2013, Nippon Paint China increased various forms of internal communication platforms, allowing employees to understand the company's latest trends more easily, actively participate in public welfare activities, and enhance their sense of identity and honor of the company.

▶ 品牌墙

Brand Wall

2013年立邦对内部宣传的品牌墙做了全新的设计，在各地立邦公司与厂区的品牌宣传区域安家落户，成为内部沟通的新桥梁。品牌墙主要包含4个板块的内容，有关公司的历史、业务，企业社会责任，刷新服务的介绍等，并且还设立了互动区域，能让每位立邦人一起分享企业文化方面的理念以及员工活动的精彩瞬间。品牌墙的底色颜色色块均从立邦涂料色卡中挑选出，并特地在每条色块的下方都注明了色号，便于员工以及来访的客户轻松领略立邦涂料的时尚多彩之美。

In 2013, Nippon Paint China newly designed the brand wall for internal publicity. The new brand walls have been built in local subsidiaries and the brand publicity areas of all plants of Nippon Paint China, becoming a new bridge for internal communication. The brand wall mainly includes four sections, introducing the company's history, business, CSR and Refreshing Service. An area for interaction was also set up on the brand wall, which allows employees of Nippon Paint China to share their ideas regarding corporate culture and the wonderful moments from staff activities. Colors on the brand wall were all chosen from Nippon Paint's color cards. The color number was specially indicated, allowing employees and visiting customers to easily enjoy the fashion and beauty of the painting of Nippon Paint.



▶《立邦人》内刊

Nippon Paint China Group Magazine

创刊于 2009 年的《立邦人》员工专属季刊，在整个公司中起着促进各个事业部良好沟通、增进员工向心力与共同情感的作用。除了传递最新最及时的立邦大事记和立邦新闻外，更是一个为员工打造的专属沟通分享交流的平台。如《立邦人》“风采”板块分享立邦各个事业部的活动讯息，“立邦人故事”板块分享自身及身边同事的故事，“立邦人声音”板块则鼓励员工说出内心最真实的声音等。通过立邦人自己的笔触分享工作与生活的真实感触，拉近所有立邦人之间的距离。

Nippon Paint China Group Magazine, founded in 2009, is a quarterly publication exclusively for employees, facilitating the communications among various business departments in the company and improving the employees' love for the company. In addition to conveying the company's latest and most timely events and news, the publication is also an exclusive platform for the communication and sharing among employees. For example, "Li Bang Ren Events" section shares the activities of all divisions, "Li Bang Ren Stories" shares the stories of staffs and their colleagues, and "Li Bang Ren Voices" encourages employees to speak out their real thoughts. Employees can share true feelings about work and life through their articles, which helps narrow the distance between them.



▶立邦企业社会责任专刊

Nippon Paint China CSR Newsletter

从 2013 年春开始发布的《立邦企业社会责任专刊》，是一本双月刊的立邦刊物，记载了立邦践行企业社会责任项目、实践“永续大地精‘彩’”承诺的点滴。通过这份专刊，立邦持续将企业社会责任的最新动态及相关讯息递送给每一位立邦企业社会责任委员会成员乃至所有立邦员工，同时也分享给所有关心立邦的利益相关者与伙伴们，广泛交流对于企业社会责任的思考与观点。

Nippon Paint China CSR Newsletter, first published in the spring of 2013, is a bimonthly magazine to record the efforts made by Nippon Paint China to implement CSR projects and live up to its commitment of ECOLOR. Through this magazine, Nippon Paint China reports the latest CSR trends and related information to each member of the Nippon Paint China CSR Committee and to all Nippon Paint China employees, and shares with all concerned stakeholders and partners.



用爱，为希望上色 为爱上色

Nippon Paint's way of LOVE
Color, Way of LOVE



2009年立邦开启「为爱上色」计划，持续为偏远地区的小学，美化校园外观、改善教学环境、提升学习效能。「为爱上色」项目范围除了彩色希望小学外墙涂刷外，还包含立邦与中国青少年发展基金会共同设立的专项基金，用于持续捐建“立邦希望小学”及“立邦快乐美术教室”。

截至2013年，「为爱上色」计划已经覆盖全国24个省、2个直辖市、5个自治区，超过100个城市、乡镇，完成180所希望小学的外墙涂刷，捐建完成135所立邦快乐美术教室，35所立邦希望小学，同时开启了乡村美术教师培训计划及大学生志愿者美术支教项目，培训了20个省份的80名被捐建立邦快乐美术教室的乡村美术老师，有超过23个公益伙伴，为数万名儿童带去了色彩与梦想。多彩的色调绘制出的不仅是绚丽的校园和温馨的学习氛围，更是让孩子们通过对校园和生活的热爱，勾勒出更加绚烂美好的未来。

Nippon Paint initiated the "Color, Way of Love" program in 2009 continuing making the remote area Hope Schools more beautiful, improving conditions for education hopefully contributing to better learning and unleashing imagination of the kids. In addition to painting the walls of Hope Schools, Nippon Paint has also set up special funds with China Youth Development Foundation for persistent donation of Nippon Paint Hope Schools and Nippon Paint Happy Art Classrooms.

As of 2013, the "Color, Way of Love" program has covered more than 100 cities and counties in 24 provinces, 2 municipalities and 5 autonomous regions and finished wall-painting for 180 hope schools, donated 135 happy art classrooms and established 35 hope schools. Meanwhile, Nippon Paint has also been working with art colleges in Volunteer Art Teaching Programs of college students and Rural Art Teachers Training Program, in which 80 rural art teachers in 20 provinces has been trained. In addition, more than 23 partners have joined the "Color, Way of Love" program. By concentrating the power of love from each public-spirited corporation and warm-hearted individuals, the "Color, Way of Love" program has brought colors and love to tens of thousands of children, facilitating the realization of their dreams and helping them to win a brighter future.

为爱上色项目
由立邦 CSR 委员会
公关中心推动
Facilitated by
PR Center of
the CSR Committee

“ 波音和立邦合作，一个用科技实现孩子的蓝天梦想，一个用色彩点亮孩子的明天，希望通过合作可以让科技的翅膀放飞孩子心中的七彩梦想。

Boeing, who uses technology to achieve the children's sky dream, and Nippon Paint, who uses color to brighten their future, wishes to inspire children's colorful dreams through technology based on the cooperation.

波音中国区总裁 冯爱仑
Marc Allen, president of Boeing China



“ 我们希望，凭借我们共同的力量，帮助最需要关爱的孩子们，让他们的生活变得有色彩，让他们感受到来自社会的爱，让他们对未来充满希望。

We hope to confer our collective power to the children who are most in need of care, making their life colorful, and letting them feel the love of the society and full of hope for the future.

杜邦公司大中国区总裁 苏孝世
Tony H.S. Su, president of
Dupont Greater China



“ 「为爱上色」计划符合我们陶氏一贯坚持的‘可持续发展’的理念和所倡导的‘解决方案主义’，参与这项计划并且与立邦携手可以使更多的孩子从中获益。更重要的是我们的员工会把孩子们的梦想带回去，让更多的人了解，也让更多的人参与这项延续爱的计划。

The 'Color, Way of Love' project is in accordance with Dow's sustainable development concept and 'solutionism' that we are pursuing persistently. By taking part in it, we can benefit more children together with Nippon Paint. More importantly, our staff can bring the children's dreams back to the vision of more people, who can join us and pass on love in the project.

陶氏涂料材料业务部亚太区总经理 林育麟
Lin Yulin, Head of Dow's Asia Pacific
Coating Materials Department



“ 非常开心能加入到「为爱上色」这个活动，用色彩点亮孩子的梦想和希望。

I'm very glad to join the 'Color, Way of Love' project and lighten children's dream and hope by colors.

海南中粮可口可乐公司总经理 张晓艳
Zhang Xiaoyan,
general manager of Hainan COFCO
Coca-Cola Company



“ 佳能和立邦在公益方面的认识和理念不谋而合，双方合作开展‘色彩教室’正是具体呈现。我们会把孩子们眼中、笔下反映变得绚丽美好的校园、学习生活的作品传递下去。

Canon and Nippon Paint share the same idea and concept in public welfare, which is clearly manifested by their cooperation in 'Color, Way of Love' project. We will continue to hand on works about the colorful school yard and life that the children see and write about.

佳能(中国)品牌沟通部副总经理 鲁杰
Lu Jie, Vice General Manager of Enterprise
Brand Communication Department of
Canon China



「为爱上色」五周年成果

Five-Year Anniversary of "Color, Way of Love"

时间总为我们造就美好的事物, 2013年,「为爱上色」五周年了。五年前,立邦发起「为爱上色 (Color, Way Of Love)」计划,从2012年开始「为爱上色」计划成为一个可持续发展的开放式公益平台,凝聚了来自社会各方的爱心力量,立邦员工、经销商、23家合作企业、高等院校、志愿者、媒体、网友等社会公益力量,大家一起将爱心传递,不论是在教学环境的改善,或是心灵层面如美术教育的支持,共同为希望小学的孩子们捐助贡献一份心力。

Time will always bring about new and inspiring creations. 2013 was the fifth anniversary of the "Color, Way of Love" program. Five years ago, Nippon Paint China launched the program "Color, Way of Love", which since 2012, has developed into a sustainable, open charity platform. Benevolent people from all walks of life have joined together to participate in charity events including Nippon Paint China employees, dealers, 23 cooperative enterprises, institutions of higher education, volunteers, media and netizens with public spirit. All of these people assist the children in Hope Schools by improving their teaching environment or supporting their art education.



「为爱上色」五周年特别活动

"Color, Way of Love" Five-Year Anniversary Special Event

2013年“为爱·影像·相聚”五周年系列活动庆祝表明立邦继续坚持公益的决心,同时也邀请更多的合作伙伴加入到公益平台,发挥各自的优势,共同合作将资源转化为可实现的精彩体验,共同帮助偏远山区的孩子们实现心中梦想。五周年是个承上启下的开始,公益继续精彩。

The 2013 "Love - Image - Union" Event for the fifth anniversary shows Nippon Paint's determination to carry on the welfare activities, while also calling for more partners to join in our welfare platform and bring their own strengths. By the cooperation, we can convert the resources into realizable schemes, helping the children of remote mountainous areas to fulfill their dreams. The fifth anniversary is a new start which links the past to the future, renewing the colorful welfare activities.

▶ “因爱之名，刷新生活” 地铁彩绘艺术展

"Fresh Beginning for Love"
— Subway Painting Exhibition



2013年，立邦的色彩第一次飞入了艺术殿堂，第一次融入到全球32名顶尖艺术家的神奇画笔下。作为全球领先涂料品牌，立邦第一次跨界携手全球艺术家及插画师，因“爱”之名，创作了一次前所未有的涂绘艺术展。全球32位艺术家及插画师的艺术油画作品，全部使用绿色环保的立邦涂料直接创作；32幅围绕着“爱”的艺术作品轮流展映于北上广人流最大的地铁站，将地铁刷新成一道全新的风景线。更具有意义的是，地铁巡展结束后，全部墙画作品在立邦天猫旗舰店进行线上公益拍卖，所得资金都捐赠给「为爱上色」项目。此次共拍出7幅墙画作品，募得70万元善款，将用于2014年「为爱上色」项目彩色希望小学的涂刷。

In 2013, Nippon Paint colors came out under the magical brushes of 32 world top artists for the first time. As a global leading paint brand, Nippon Paint initiatively crossed the industry boundary and cooperated with artists and illustrators for love, presenting an unprecedented painting art exhibition. The 32 artistic paintings of these artists and illustrators which entirely used green and environmental-friendly Nippon Paint painting were exhibited in the busiest subway stations of Beijing, Shanghai and Guangzhou in turn and exchanged periodically. The integration of product and art took the place of ordinary advertisements, creating new scenery for the subway. After the exhibition, these works are auctioned online and the money obtained will be donated to the "Color, Way of Love" project. Currently 7 works have been sold and got RMB 700,000 which will be used for the painting of the Hope Primary Schools in the project in 2014.

▶ “WE ARE ALL HERE!” 「为爱上色」五周年庆分享会

"WE ARE ALL HERE!" "Color, Way of Love" Five-Year Anniversary Experience-Sharing Meeting

11月12日，立邦中国于「为爱上色」计划启动五周年之际，携手23家企业在沪举办「为爱上色」五周年分享会。立邦邀请上百名曾参与项目的企业与伙伴、志愿者、经销商、员工共聚一堂，共同收获这份5年来的感动。活动以音乐诗人雷光夏清唱为爱上色快乐美术教室的音乐作为开场，分享会中播放了「为爱上色」五年来的一系列温暖的影片，曾经的参与者和志愿者们讲述他们参与为爱上色活动背后的故事，台湾作家雷骧作为曾经的为爱上色夏令营美术老师，也为大家分享了他参与之中的心得和体会。立邦中国区总裁钟中林更为下一个五年写下完美的批注：“多元、开放、融合，全面拓展「为爱上色」公益平台的辐射范围。”为爱上色崭新的旅程，邀请大家一起携手再出发。

On Nov. 12, at the time of the five-year anniversary of the "Color, Way of Love" project, Nippon Paint held an experience-sharing meeting together with 23 enterprise partners in Shanghai. Hundreds of partners, volunteers, distributors and employees that have taken part in the project were invited to the meeting. Beginning with the "Color, Way of Love – Happy Art Class" sung a cappella by the musician Summer Lei, the meeting played the heart-warming "Color, Way of Love" video series, and listened to the experience and stories of the participants during the five years. Taiwan writer Lei Xiang also told about his story as a painting teacher in the "Color, Way of Love" summer camp. Eric Chung, president of Nippon Paint China, wrote down his anticipation for the next five years: "diverse, open, integrated, and comprehensively expanding the coverage of the 'Color, Way of Love' public welfare platform".



「为爱上色」公益开放式平台的良性发展

Healthy Development of the "Color, Way of Love" Open Public Welfare Platform

▶ 企业汇聚一同为爱上色

Corporate Get Together in the "Color, Way of Love"

2013年，立邦已把「为爱上色」发展成一个真正的开放式公益平台，成为独具影响力的公益品牌。回顾2013年，「为爱上色」项目确认涂刷37所希望小学，完成7场落地活动，增加了3个美术教育支持，并对立邦小学送出关怀，改版了「为爱上色」官网，还有14支影像记录和5周年书册等。「为爱上色」公益平台至今已汇集了青基会、中国下一代教育基金会、佳能、杜邦、陶氏、波音等超过23个NGO、企业以及媒体，通过导入更多社会资源、全面利用企业的产品特性与渠道优势，开展多元的项目内容，将平台影响力做大，照顾更多孩子的需求。「为爱上色」的可持续发展已成为整个项目的重要目标。

In 2013, Nippon Paint has developed the "Color, Way of Love" project into a true, open public welfare platform, a brand with its unique influence. During this year, the "Color, Way of Love" project implemented the painting of 37 primary schools, 7 practical activities, 3 painting education projects, while supporting Nippon Paint Primary Schools; it revised its official website, made 14 videos, and produced books for the anniversary. The "Color, Way of Love" public welfare platform has congregated more than 23 NGOs, enterprises and media including China Youth Development Foundation, China Next Generation Education Foundation, Canon, Dupont, Dow, and Boeing up to now, and will further assemble more social resources and diversified contents to expand its influence and meet the requirements of more children. Sustainable development has become an important target of the entire "Color, Way of Love" project.

▶ 立邦和合作伙伴间的故事

The stories of Nippon Paint China and its partners

• 立邦和佳能六一远访新疆立邦希望小学捐建“色彩教室”

Nippon Paint and Canon visited the Nippon Paint Xinjiang Hope Primary School and donated a "colorful classroom" for it

2013年6月，立邦再度携手「为爱上色」合作伙伴佳能（中国），一起远访位于新疆托克逊县博斯坦乡博孜尤勒贡村的立邦希望小学，为孩子们带去了「色彩教室」及立邦员工精心准备的各种六一节礼物。立邦在公司内部发动员工自发捐赠各类书籍，并再度捐赠6万元的食堂设备，可以让孩子们从今后不再需要在大热天在外奔波午餐；佳能为学校带去许多相机及打印设备，为孩子们开启光影大门。

In June 2013, Nippon Paint China along with its "Color, Way of Love" partner Canon (China), visited the Nippon Paint Hope Primary School of Bozulegon Village, Bostan Town, Toksun County in Xinjiang, and brought to the children a "Colorful Classroom" and Children's Day gifts which were donated by the Nippon Paint China employees voluntarily. Nippon Paint China called on its employees to donate books for the children, and bought a number of equipment valuing RMB 60,000 for the school restaurant, freeing the children from going outside for lunch under the sun; Canon brought a good many of cameras and printing equipment, opening up a world of light and shade for the children.



• 立邦、中信教师节携手探访江西九江巾口学校 Nippon Paint and CITIC Real Estate visited Jiangxi Jiujiang Jinkou School on Teachers' Day

2013年9月6日，中信地产和立邦中国共同来到江西九江巾口学校探望学校师生，参观整修一新、美丽多彩的校园，并与师生亲切座谈，共同庆祝第29个教师节。参加的领导和志愿者们还共同亲手绘就了代表爱心和未来的“希望树”，为巾口学校师生送上真诚的祝福。同时，两企业还捐建了图书室、快乐美术教室。本次活动正式宣告了中信地产加入立邦中国「为爱上色」计划，期望共同为更多中信地产小学改善环境，进行多方向的帮助，期待孩子能够更快乐地学习。

On Sept. 6, 2013, CITIC Real Estate and Nippon Paint China visited the teachers and students of Jiangxi Jiujiang Jinkou School and talked to them heartedly, enjoyed the entire beautiful, new school yard, and celebrated the 29th Teachers' Day together. The leaders and volunteers jointly painted a tree representing hope, love and future, and sent sincere wishes to the teachers and students of the school. The two enterprises also donated a library and a happy art classroom. The event officially declared the CITIC Real Estate's joining into the "Color, Way of Love" project, expecting to help improve the environment for more CITIC Real Estate primary schools, offer various aids, and bring color and happiness to more children.



• 立邦携手波音焕彩北京万泉寺希望小学

Nippon Paint and Boeing attended the Coloring Ceremony of Beijing Wanquansi Hope Primary School

立邦中国于10月22日首度携手波音中国公司，共同为北京市丰台区万泉寺小学刷新校园，为孩子们的新学期送上一个彩色的惊喜。两家企业还共同为科技艺术节展览揭幕，并为孩子们带去了相机、扫描仪、打印机等礼物。立邦和波音的合作，一个是用科技实现孩子们的蓝天梦想，一个是用色彩点亮孩子们的明天，用科技和色彩的力量为孩子们的明天加油助力。

On Oct. 22, Nippon Paint China associated Boeing China for the first time and jointly painted Beijing Wanquansi Hope Primary School. The two enterprises also attended the opening ceremony of the Science & Art Festival, brought cameras, scanners and printers as gifts, helping build the future of the children with science and color.



• 立邦和娃哈哈为湖北红安县娃哈哈希望小学进行内外墙涂刷彩绘

Nippon Paint and Wahaha painted for and drew colorful pictures on the internal & external walls of Hubei Hong'an Wahaha Hope Primary School

10月，历时17天，由立邦工程事业部进行实地踩点、施工勘察、涂料施工的湖北红安县七里坪镇王文秀村娃哈哈希望小学，教学楼和围墙被粉刷上了美丽的图案，校园环境焕然一新。11月7日，立邦和娃哈哈集团的领导和员工来到学校举办焕彩典礼，共同用自己的爱心为娃哈哈希望小学的孩子插上希望的翅膀。

In October, after 17 days of field check, engineering investigation and painting by Project Coating Division of Nippon Paint China, the Wahaha Hope Primary School in Wangwenxiu village, Qiliping town, Hong'an county, Hubei province, finally received totally new-looking teaching building and external walls with beautiful pictures on them. On November 7th, the leaders and staff of Nippon Paint China and Wahaha Group attended the ceremony, and brought gifts to the children of the school.



• 立邦牵手陶氏探访四川资阳陶氏希望小学

Nippon Paint and Dow visited Sichuan Ziyang Dow Chemical Hope Primary School

2013年教师节前夕，立邦中国与陶氏化学携手走进位于四川盆地中部的资阳市石川镇陶氏化学希望学校，和学校师生一起庆祝教师节。石川陶氏化学希望学校曾经在2008年地震中严重损毁，2011年10月经过陶氏化学的出资重建。陶氏加入「为爱上色」计划，由立邦重新涂刷学校教学楼的外墙，为孩子们送上了缤纷的彩色校园。立邦员工还为孩子们带去了精彩的“快乐英语课”、“快乐科学课”及“快乐体育课”。

On the eve of the 2013 Teachers' Day, Nippon Paint China and Dow Chemical visited the Dow Chemical Hope Primary School in Shichuan Town, Ziyang City, which is located in the central part of the Sichuan Basin, and celebrated the Teachers' Day with teachers and students there. The school was seriously damaged during the 2008 earthquake, and was rebuilt on the donation of Dow Chemical in October 2011. Supporting Dow Chemical which is a member of the "Color, Way of Love" project, Nippon Paint China painted the walls of the teaching building, providing a colorful school yard for the children. Nippon Paint China employees also gave wonderful lessons to the children, including the "Happy English Class", "Happy Science Class" and "Happy PE Class".



2014年新合作伙伴 2014 new partners



▶ 社会爱心人士加入

Joining of warm-hearted people

5年来,很多的爱心志愿者自发加入到「为爱上色」项目。2013年,「为爱上色」不仅吸引了各大企业,更是吸引了各界社会爱心人士的加入。其中包括明星志愿者、大学生志愿者、网络志愿者,以及立邦企业内部的员工志愿者。

In 2013, the "Color, Way of Love" project not only attracted a number of enterprises, but also warm-hearted people from various circles of the society. During the past five years, there were also many volunteers who proactively joined this project, including stars, university students, online volunteers, and employees of Nippon Paint China.

• 明星志愿者

Stars volunteers

2013年7月1日到3日,2013「为爱上色」刷新梦想夏令营在安徽省合肥市肥东县元疃学区中心学校正式开营。「为爱上色」团队携手立邦“刷新大使”胡歌、范晓萱一道为孩子们带去快乐的暑假祝福。

On July 1-3, 2013, the "Color, Way of Love" team and Nippon Paint's "Painting Ambassadors", Hu Ge and Mavis Fan opened the 2013 Refreshing for Dreams Summer Camp for the children of Yuantuan Central School of Feidong County, Hefei, Anhui, and sent best wishes for a happy summer holiday for the children.



立邦“刷新大使”范晓萱正在和孩子们一起上快乐美术课
Marvis Fan, one of Nippon Paint's "Painting Ambassadors", are having the happy art class with children



立邦“刷新大使”胡歌和孩子们及立邦员工志愿者欢乐合影
Hu Ge, one of Nippon Paint's "Painting Ambassadors", was taken a group picture with children and Nippon Paint employee volunteers

• 大学生志愿者

University student volunteers

2013年暑假,「为爱上色,爱美术」志愿者支教活动再次启程。来自清华美院和广州美院的近20名大学生志愿者,分别来到内蒙古立邦陶思浩希望小学和江西沙坊可口可乐希望学校,为240多名学生带去了为期三天的专业美术教育,帮助他们开启对于美术的爱好,引领孩子们打开了一个色彩缤纷的奇妙世界。

In the summer holiday of 2013, 20 volunteers from Academy of Art & Design, Tsinghua University and Guangzhou Academy of Fine Arts, visited Inner Mongolia Taosihao Hope School and Jiangxi Shafang Coca-Cola Hope School respectively and offered interesting painting classes to the 240 children. With three days' color classes, these volunteers awakened the love for art in children who attended the classes and opened a colorful wonder world for them.



清华美院大学生志愿者
College student volunteers of Academy of Art & Design, Tsinghua University



广州美院大学生志愿者
College student volunteers of Guangzhou Academy of Fine Arts

• 网络志愿者

Online volunteers

「为爱上色」在这5年来也获得了来自网络平台的志愿者的参与及支持。历年来立邦通过网络平台向网友发起「为爱上色」「美好一天征文活动」及“为爱献策”项目建议征集活动，均获得了网友的热烈反响和参与。2013年1月启动的「童画视界」快乐美术教室公益画展 & 墙画征集活动，共征得2151幅来自网友志愿者的作品，其中5幅获奖网友作品被真实地呈现在了希望小学的外墙上。

The "Color, Way of Love" project also won participation and support of online volunteers during the past five years. In the "A Beautiful Day" essay competition and "Suggestions for Love" suggestion collection activities initiated through the network platform by Nippon Paint China, we received warm response from online friends. The "Paintings for Children" Happy Art Classroom – Public Welfare Arts Exhibition & Paintings Collection Activities initiated in January 2013 altogether received 2,151 works from online volunteers, the award-winning works of which were presented on the walls of hope primary schools.



“童画视界”快乐美术教室公益画展作品
The works of "Paintings for Children" Happy Art Classroom
– Public Welfare Arts



墙画征集活动作品
The works of Paintings Collection Activities

• 立邦人志愿者

Nippon Paint China volunteers

一直以来员工志愿者都是立邦践行企业社会责任中一支不可忽视的力量，从立邦“为爱上色”员工志愿者，到“一个鸡蛋的暴走”的志愿者，再到“中秋节月饼捐助”的志愿者，立邦人在“1拉1”的理念下奉献着自己的一份力量，积极参与立邦的各项企业社会责任活动，并尽自己的力量邀请更多的同事、家人和朋友们参与，为使世界变得更精彩而做出努力。

Volunteers have always been an indispensable part of Nippon Paint China. From the "Color, Way of Love" employee volunteers, to "Walking for kids" volunteers, to "Mooncakes donation for Mid-Autumn Day" volunteers, they all contributed their own bit under the Nippon Paint's "one pull one" concept, actively took part in the public welfare activities of the company, and endeavored to invite more colleagues and friends to improve the world.

- 六一“1拉1”关怀活动
Children's Day "One Pull One" Caring Event

儿童节前夕，在立邦人内部沟通平台上启动了六一“1拉1”立邦小学关怀活动。立邦员工以部门或团队为单位，在线填写申请表，用自己的方式关怀立邦小学。该活动一经上线就得到了员工们的积极响应，共有9个部门及团队用自己的多种爱心形式关怀了10所立邦小学的小朋友，如给孩子们寄送图书及学习用品，给孩子们写信，丰富小朋友的学校图书馆等。

On Children's Day eve, Nippon Paint China employees submitted online application forms for the caring of Nippon Paint primary schools through the corporate platform for interaction and events based on team and department. Finally, altogether 9 departments and teams participated in the caring of 10 Nippon Paint primary schools in various forms, such as sending books and school supplies, writing letters to the children, enriching the library, etc.



六一“1拉1”关怀活动中，
立邦员工为孩子们准备的爱心礼物
In Children's Day "One Pull One" Caring Event, Nippon Paint
China's employees prepared various gifts for the children

一帮一的温暖连结 社区关怀

One help one, warm link
Society Care



老吾老以及人之老，幼吾幼以及人之幼。

当企业越有成就的时候，应该给社会更多的回馈——这是立时集团创始人吴清亮先生的信念之一。社区关怀是立邦企业社会责任三大循环之一责任循环中另一重要项目，主要是为生活在周遭的弱势群体提供及时适切的帮助，比如低收入老人家庭、残疾人群、贫困学生，或是重大灾害急难援助等。2013年立邦共推动了9项社区关怀项目，覆盖了北京、上海、广州、成都、廊坊5个地区，通过1拉1的形式，吸引近千名员工同企业一起参与，积极推动全员参与身边公益的社区关怀理念。

We should honor old people as we do our own aged parents, and care for other's children as our own.

The more achievements an enterprise has, the more it should contribute to society. This is one of the beliefs of Mr. Goh Cheng Liang, founder of Nipsea Group. As one of the important CSR projects of Nippon Paint, society care mainly offers timely and appropriate help for local vulnerable groups, especially those who are in cities but easily neglected, like low-income elderly families, disabled people and poverty-stricken students. It also provides aid in the event of major disasters and emergencies. In 2013, Nippon Paint China launched 9 society care projects, covering Beijing, Shanghai, Guangzhou, Chengdu and Langfang. With the slogan "One Pull One", the projects attracted nearly 1,000 employees to participate together with the company. Nippon Paint has actively promoted the society care philosophy and encourages all employees to participate in charitable work.

社区关怀项目
由立邦 CSR 委员会
公关中心推动
Facilitated by
PR Center of
the CSR Committee

来自于立邦员工志愿者和受助学生的证言

Testimonies from staff volunteer and aid-receiving student

“工作的繁忙使我起初并没有过多地在意和参与公益活动，但有一天，“走近渐冻人”的活动深深地震撼了我，让我意识到生命健康的可贵。立邦让我明白，虽说任何生命都将结束，但我们在拥有健康体格的同时，更应该善待自己关爱他人，让每个生命都能充满积极有意义的色彩。”

立邦建筑涂料事业群财务本部 朱桦

"I'm busy with work, so I paid less attention to public welfare activities at first. But one day, I was deeply moved during the activity - Helping People with ALS". It made me aware of the preciousness of life and health. The activity, run by Nippon Paint China, let me know that all lives will end, but while we have health, we should be kind to ourselves and other people, helping every life be full of positive and meaning colors."

Zhu Hua, Finance Division of Trade Use Unit of Nippon Paint China

“我会把生活中的挫折当存折，把障碍当最爱的乐观和勇气，用真诚、勤奋、知识和能力去改变自己的命运。并且在接受帮助的同时不忘感恩，会尽自己的绵薄之力回馈社会，将这样一种关爱传递下去。”

立邦助学金获得学生代表

"I will see difficulties in life as wealth, obstacles as optimism and courage, and change my destiny through sincerity, diligence, knowledge and ability. Besides, I will have a sense of gratitude when getting help, make efforts to contribute to the society, and pass care and love to other people."

One of the students who receiving Nippon Paint Scholarship

志愿者 1 拉 1，行动给力

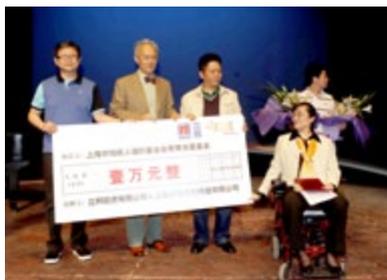
Volunteers Participate in "One Pull One"

立时集团的管理思维“一拉一”，是将不同市场或团队已证实优秀的模式和经验，在立时集团内部进行分享，其他区域或团队因地制宜进行实践，以成功复制成功的管理模式。来自立邦企业社会责任全员会议中的创想，如何将“一拉一”应用在日益展开扩大的 CSR 项目里。志愿者“一拉一”的种子团队于是成型，在 2013 年的社区关怀项目中，志愿者发挥小我 1 拉 1 的力量，却加倍成就了大我立邦总体行动力的总和，使每一项目的成果都大放光彩超过预期。

The purpose of Nipsea Group "One Pull One" is to share the excellent models and experiences which have been proved by different markets or teams within the Group. Other regions or teams will adjust the practice according to their local conditions so as to replicate the successful management models. But how can we apply "One Pull One" to CSR projects? To handle this, the initial team of "One Pull One" volunteers was formed. During society care projects in 2013, volunteers played a large role in enacting the concept of "One Pull One", which made Nippon Paint's overall execution power greatly increase and the result of each project exceed expectations.

用爱解冻 — 关爱渐冻人

Care for people with ALS



从 2010 年起，立邦开始了对渐冻人的持续关注，主要关怀形式为善款捐赠，带立邦员工参与渐冻人关怀行动等。2013 年度的关怀行动不仅邀请近百名员工观看

关于渐冻人的话剧，让更多的立邦人了解渐冻人，关注渐冻人，还赞助了渐冻人特别关怀行动——“假如我能行走三天”的全程活动经费 6 万元，并邀请员工一起参与同渐冻人的联欢互动活动。通过这样的活动，加深了员工对企业社会责任的理解，同时拉动社会各界了解这样的疾病，共同关注他们，从而为更多需要帮助的人带去关怀。

Since 2010, Nippon Paint China has been paying close attention to the people with ALS, making donations for them and organizing employees to participate in programs to care for people with ALS. In 2013, nearly 100 employees were organized to watch a drama about people with ALS, the goal being to help more Nippon Paint China employees understand and care for this group. The company also sponsored RMB 60,000 for a special care action — "If I could walk for three days", and invited employees to participate in a get-together with people with ALS. Such activities helped employees deepen their understanding of Corporate Social Responsibility and helped the whole society understand this disease and bring more care to people who are in need.

为爱暴走

Walking for Kids



2013 年 4 月 22 日，立邦的 5 支“为爱暴走”小队，30 名员工队员及工业涂料事业群总裁杨铭潜和多位员工与家属志愿者参与了从上海浦东南汇祝桥文化中心出发的 3000 人集体公益活动——“一个鸡蛋的暴走”，总行程为 50 公里。立邦“为爱暴走”小队坚持在暴走打赌精神中，实现所募得款项捐款的承诺，款项用于扶持上海联劝的民间公益机构以及立邦「为爱上色」计划。“一个鸡蛋的暴走”关注的是孩子们的营养健康，「为爱上色」计划侧重让孩子们心灵的满足，两大开放式公益平台以“1 拉 1”携手合作，将让更多的孩子受益，在身体和心理健康层面得到帮助。“为爱暴走”所有队员在清晨 7:30 的雨中出发疾行后，都抵达了 14 公里的第一打卡点，更有 16 名的队员完成了 50 公里的最终目标，共筹得善款 15 万余元。

On April 22, 2013, five Nippon Paint China teams, consisting of 30 staff members, Michael Yang, President of Industry Use Unit and some employees family members, participated in "Walking for Kids", a charitable activity participated by 3,000 people in total. They started from Zhuqiao Cultural Center in Nanhui, Pudong district, Shanghai, and the whole journey was 50km. Nippon Paint China's teams achieved their promise of donating money raised through the walk. The money was used to support non-profit organizations under Shanghai United Foundation and Nippon Paint's "Color, Way of Love" project. The "Walking for Kids" project focuses on the nutrition and health of children, while the "Color, Way of Love" project concentrates on the mental satisfaction of children. The two public charitable platforms work together via "One Pull One", allowing more children to enjoy the benefits and get help physically and mentally. All team members of Nippon Paint China set out at 7:30am, and arrived at the first card-punch point after walking fast in the rain. Among them, 16 members completed the whole journey of 50km and raised a total donation of more than RMB 150,000.



携手仁人家园为爱刷新

Join hands with Habitat China to Paint for the elderly

2013年立邦中国加入由国际性的非营利房屋事工组织仁人家园发起的“助老爱老·共筑希望”社区共建活动，与中华仁人家园共同为上海闵行区低收入老人家庭刷新旧舍。立邦中国向中华仁人家园捐赠了6万余元的内外墙漆料，支持上海的30所适老性住房改造及浙江平湖农村改建项目，并在公司内部招募了22名员工志愿者在寒冬来临前为上海老人带去缤纷的色彩和温暖的关怀。

In 2013, Nippon Paint China joined a community activity called "Help and Care for the Elderly to Build Hope", which was initiated by Habitat, a global non-profit housing charity organization, to paint the old houses of low-income elderly people in Minhang District, Shanghai. Nippon Paint China donated more than RMB 60,000 worth of painting for interior and exterior walls to Habitat China, supporting the improvement of 30 houses of elderly people in Shanghai and the reconstruction of rural areas in Pinghu, Zhejiang. In addition, 22 staff volunteers were recruited to paint walls and send brilliant colors and warm care to the elderly Shanghai before the arrival of winter.



中秋月饼捐助

Donation of Mid-Autumn Moon Cakes

在2013年的中秋节前夕，立邦公司内部发起了一项倡议员工自愿为北京、上海、成都、廊坊的慈善/福利机构、农民工子弟学校捐献月饼的活动。此次受捐的10余所慈善/福利机构、农民工学校，都曾是立邦“社区关怀”项目的受助方，立邦都曾为他们提供免费的墙面涂刷服务，改善他们的生活环境。活动一经发起立即得到了员工们的积极响应。在中秋前夕，各公司的人事行政部还募集了捐助员工一起对这10所慈善/福利机构、农民工学校进行了探访，送去了月饼和急需的物资以及浓浓的中秋祝福。

Before the Mid-Autumn Festival in 2013, Nippon Paint China launched an activity encouraging employees to voluntarily donate moon cakes for charity/welfare organizations and migrant schools in Beijing, Shanghai, Chengdu and Langfang. The 10-plus charity/welfare organizations and migrant schools who received the donations were all recipients of Nippon Paint's "Society Care" projects in the past. Previously, Nippon Paint China had provided them with free wall painting service to improve their living conditions. The activity immediately obtained positive response from employees. Before the Mid-Autumn Festival, the HR departments of each subsidiary also organized employees to visit these 10 charity/welfare organizations and migrant schools, and bring them the moon cakes, other necessary supplies and deep holiday blessings.



其他社区关怀项目

Other Society Care Projects

▶ 雅安灾后重建

Post-quake reconstruction in Ya'an

2013年4月20日雅安发生地震，立邦第一时间提拔200万元善款捐赠给到中国扶贫基金会，所有的捐赠款项将用于雅安地震灾后重建项目。在中国扶贫基金会的推荐项目中，立邦将对位于四川省雅安市南部的汉源县坭美中心小学进行援建。坭美乡中心小学占地3100平方米，现有教学班级7个，在校生259人。在地震后，学校教学楼已被鉴定为D级危房，学校无学生宿舍、图书室、食堂等。学校新建项目将在2014年初动工，包括综合教学楼、宿舍楼、食堂等重建项目，期待能给地震灾区的孩子们一个安全的、崭新的彩色校园。

On April 20, 2013, an earthquake occurred in Ya'an, Sichuan province. Nippon Paint China promptly allocated RMB 2 million in donating to the China Foundation for Poverty Alleviation. All the donated money was to be used in the post-quake reconstruction of Ya'an. Among the projects recommended by the China Foundation for Poverty Alleviation, Nippon Paint China offered aid towards the construction of Nimei Central Primary School in Hanyuan County, south of Ya'an City, Sichuan Province. With a floor area of 3,100 m², the primary school now has 7 classes and 259 students. After the earthquake, the teaching buildings were identified dangerous at D level. The school had no student dormitory, library and dining hall. The construction of new buildings will commence in early 2014, including a comprehensive teaching building, dormitory, dining hall and other reconstruction projects. We hope to build a safe, colorful, new campus for children in the quake-hit area.

▶ 广州幸福小屋

Guangzhou Happy Houses

广州幸福小屋项目是由广州《信息时报》发起的，携手爱心企业及志愿者团队共同完成的“美丽城乡行动计划”公益项目，帮助和改善广州城区低保家庭、孤寡老人等弱势群体的安居环境。为了改善广州100户困难家庭居住环境，立邦淘宝旗舰店提供100桶面漆和20桶底漆，由报社志愿者负责完成涂刷。立邦也将后续开展相应的探访及关怀活动。

Guangzhou Happy Houses refers to the charitable project-"Action Plan on Beautiful Cities and Countryside", which was initiated by the Information Times newspaper in Guangzhou and jointly completed with philanthropic enterprises and volunteer teams. The project aims to help improve the living conditions of low-income families, lonely old people and other vulnerable groups in urban areas of Guangzhou. In order to improve the living environment of 100 needy households, the Nippon Paint flagship store on Taobao provided 100 barrels of finishing coat and 20 barrels of undercoat to the project. Nippon Paint China will also conduct follow-up visits and care activities.

▶ 北京金羽翼（自闭症儿童关注）

Beijing Golden Wings (caring for autistic children)

北京金羽翼残障儿童艺术康复中心，是以艺术康复来帮助智障儿童康复的一家非盈利性机构，现有自闭症儿童48人，唐氏综合症儿童5名，其它各类残障儿童17名。由于学校原先租用的场地即将到期，需要搬迁至新的教室楼。立邦在知悉这个消息后，为搬迁后的金羽翼新址提供了涂料资助，前期进行评估后，已经完成了涂料资助，并计划在后续展开关怀行动。立邦用安全健康美丽的环境给有残缺的孩子们提供和创造了良好的艺术学习环境。

Beijing Golden Wings Art Rehabilitation Service Center for Disabled Children is a non-profit organization, helping to rehabilitate mentally challenged children through art. Currently, the center has 48 autistic children, 5 children with Down's syndrome, and 17 children of other disabled types. Because the previously rented space was to expire, the center had to move to a new teaching building. After hearing the news, Nippon Paint China provided paint for the new Golden Wings facility. After a preliminary assessment, Nippon Paint China painted the space and has already planned to conduct follow-up care actions. By building a safe, healthy and beautiful environment, Nippon Paint China provided good learning conditions for children with disabilities.

▶ 北京爱百福·济慈之家

Bethel China in Beijing

济慈之家是针对中国盲童孤儿进行免费救助及康复培训的非营利性机构，包括盲童的寄养，教育和职业培训等。立邦为了给盲童提供良好的生活环境以及心灵层面上的关爱，工程事业部在2013年9月底前对济慈之家窦店中心康复健身楼的内外墙（1400平米）和昌平中心学生宿舍的外墙（700平米）完成涂刷。9月10日，立邦廊坊的员工还组织前往窦店中心进行爱心探访活动。

Bethel China is a non-profit organization offering free relief, rehabilitation and training for blind Chinese orphans, including services like adoption, education and vocational training. In order to offer blind children a good living environment and spiritual care, Nippon Paint China's Project Coating Division is scheduled to complete the painting of interior and exterior walls (1,400 m²) of the rehabilitation and exercise building in Bethel China Doudian Center and exterior walls (700m²) of the student dormitory in Changping Center by the end of September 2013. On September 10, Nippon Paint Langfang Plant organized employees to visit Doudian Center.



▶ 奇妙爱之家涂刷

Refreshing for Agape Family Life House

“奇妙爱之家”是一间专为脆骨症孤儿建立的福利院，该机构成立于2002年，位于立邦廊坊工厂附近，现居住着17名患有罕见的先天性脆骨症的儿童和青少年。为了向这些患有先天性脆骨症孤儿提供良好的居住环境，立邦在2013年8月底前完成了对奇妙爱之家所在的面积分别为545、329、100平方米的三栋别墅外墙的涂刷。

Agape Family Life House is a welfare house specially established for orphans contracting osteopsathyrosis. The organization was founded in 2002, near Nippon Paint Langfang Plant. It currently houses 17 children and adolescents contracting the rare congenital osteopsathyrosis. In order to provide a good living environment for the orphans suffering from this disease, Nippon Paint China had completed painting exterior walls of the three buildings of Agape Family Life House by the end of August 2013, with painting area of 545 m², 329 m² and 100 m² respectively.



居住在奇妙爱之家的脆骨症孩子们第一次体验刷新外墙
It's the first time that the children living in Agape Family Life House experienced the joy of refreshing



立邦的油工师傅正在为廊坊奇妙爱之家的别墅涂刷外墙
Nippon Paint's professional painters are refreshing for Agape Family Life House

▶ 立邦优秀贫困学生奖励基金

Nippon Paint Scholarship

立邦优秀贫困学生奖励基金由立邦公司创始人吴清亮先生发起，由新加坡吴德南集团向中国人民大学教育基金会捐赠人民币200万元设立，用以持续资助中国人民大学及其附属中学家境困难的学生们。立邦希望通过实际的帮助，减轻孩子们生活和学业的负担，让他们可以坚定踏实地完成学业与梦想。自2005年基金设立迄今，已帮助超过230名人民大学及附属中学的贫困学生。

Nippon Paint Scholarship was initiated by Mr. Goh Cheng Liang and donated RMB 2 million to the education foundation of Renmin University of China by Wuthelam Holdings (Singapore). It has been used to continuously support students with financial difficulties in Renmin University of China and its affiliated high school. The scholarship aims to reduce the living and learning burden of students through practical help so that they can complete their studies successfully. Since the establishment in 2005, the scholarship has helped more than 230 students with financial difficulties in Renmin University and its affiliated high school.



立邦向人大优秀学子颁发“立邦优秀贫困学生奖励基金”
Nippon Paint awarded Nippon Paint Scholarship to excellent students of Renmin University of China



获得“立邦优秀贫困奖励基金”的人大学子与立邦嘉宾的合影
The students of Renmin University of China who won Nippon Paint Scholarship were taken a group picture with the guests of Nippon Paint



受到资助的同学们还特地写来信函,感谢立邦的资助。
Students who received the scholarship sent us letters of thanks to express their gratitude.

感谢信 Thank You Letter

尊敬的立邦公司的各位领导、基金会的各位老师，
亲爱的同学们：

大家上午好！很荣幸今天能够代表各位获得“立邦助学金”的同学在此发言。我叫李健松，是中国人民大学财政金融学院金融学专业的的大一新生。作为受助学生代表，首先，请允许我代表所有的受助学生向“立邦公司”说一声谢谢！谢谢你们对我们的资助，谢谢你们对我们的关爱！

我来自云南省东部的一个贫穷的小山村，父母均是农民，家里一直过着靠天吃饭的日子，没有固定的经济收入来源，靠着父母务农所得维持生计，而且母亲经常生病，因此，家里的经济负担较重。体会到父母的辛苦，父母供我读书的不容易。于是，我从小便一直努力学习，立志考取一所好的大学，将来找个好的工作，让父母的生活可以过得好点。最后，终于如愿来到人民大学财政金融学院金融专业学习，而且还能有幸申请到立邦助学金，这在很大程度上缓解了我家的经济压力，让我更好的在这里完成我的学业。

出生于贫困地区的我，深知上大学的不容易。因此来到大学，我丝毫不敢懈怠，也从不追求物质上的满足，不与别人攀比，而是将自己的大部分精力集中在学习上，争取能够多学一些东西，为将来走入社会，走上属于自己的工作岗位打下一个坚实的基础。更好的回报社会，报答父母。随着对大学的了解加深以及自己学习的深入，我也更加自信，能够走好自己选择的这条路，能够在大学学习好，生活好。

“立邦助学金”不仅在经济上帮助了我，而且更重要的是，它让我明白了自己的社会责任，让我拥有了一颗感恩的心。我们每个人活着都不应该仅仅是为了自己，更应该对这个社会做出自己应有的贡献。结合我自己的情况，作为一个大学生，我在自己学习之余也积极参加一些社会活动，比如做一些志愿者的工作等等。虽然力量有限，但至少可以帮助到别人，这对我来说就已经足够了。在今后的学习生活中，我也会继续带着今天得到的这份爱与责任走下去，并不断的把它们传承下去。也许我无法改变世界，但我坚信，我可以改变一部分人。将来在自己的岗位上，我会尽我自己的努力去帮助我可以帮助到的人，让他们的生活因此而有一些改变，也让我自己的人生价值得以实现。

在此，也希望我们每位同学都能够怀着一份感恩的心，担起自己的那份社会责任，努力学习，将来成为一个对社会有用的人，成为一个真正的“国民表率，社会栋梁”。

祝各位领导、各位老师工作顺利，身体健康。祝各位同学学业进步。

谢谢！

李健松
2013年12月

Distinguished leaders of Nippon Paint,
Faculties of the Education Foundation
and fellow students,

Good morning. It's my great honor to share my story on behalf of the students that have received the Nippon Paint Scholarship. I am Li Jiansong, a finance freshman from the college of Finance, Renmin University of China. As a representative of the scholarship recipients, first of all, please allow me to say "thank you" to Nippon Paint. Thank you for your financial assistance, your care and concern.

I grew up in a poor village in eastern Yunnan province. My parents are both peasants, and my family relies on climate-dependent resources for livelihood. Without a stable economic income, my parents have to do peasant farming to maintain living. What's more, my mother often gets ill. As a result, my family is under heavy economic burden. Understanding my parents' hardship and enduring efforts to support my study, I have been studying hard since I was young. I aspired to enter a top university and find a good job in the future so that my parents could live better. Finally, I was successfully admitted to the college of Finance, Renmin University of China. Fortunately, I got Nippon Paint Scholarship, which has relieved my family's economic burden to a large extent and allowed me to study here more at ease.

Born in an impoverished area, I am deeply aware of the hardship to attend college. Therefore, I do not dare to slack off, neither do I pursue material satisfaction. Instead of comparing myself with others, I devote most of my time to studying and try to learn as much as possible so that I can lay a solid foundation when I enter the society and find a good job in the future. By then, I will be able to better give back to the society and repay my parents. With deeper understanding of this university and my own deeper learning, I feel more confident that I can walk better on the path I chose, study better and live better during my college years.

Nippon Paint Scholarship has not only helped me financially, but also let me understand social responsibilities and have a grateful heart. Each of us should not only live for ourselves but also make our contributions to the society. Based on my own conditions, I actively take part in social activities in my spare time, such as volunteering work. In spite of the limited work I did, I still could help others, which is fulfilling to me. In the following study and life, I will continue to walk on with the love and responsibility that I got here today and pass them onto others. Although I cannot change the world, I believe I can change some people. In the future when I have my own job, I will try my best to help as many people as I can so that their living conditions can be improved and my own life values can be realized.

I also hope that each of the students would hold a grateful heart, shoulder their own responsibilities, study hard, and become a helpful person to the society, a real "national model, pillars of the society".

I wish the leaders and faculties success in your work and good health. I wish all the students better performances.

Thank you!

Li Jiansong
December 2013



From:

中国人民大学 娄芳宁
Lou Fangning,
Renmin University of China

感谢信

Thank You Letter

尊敬的各位领导，亲爱的同学们：

大家上午好！我叫娄芳宁，来自中国人民大学法学院法学新闻实验班，是今年13级的新生。非常荣幸能作为立邦助学金的学生代表发言。

首先非常感谢立邦投资集团给我们这些贫困学子们的无私帮助，感谢学校和学院的老师们给予我们的无私关怀，这让我一入学就体会到浓浓的温暖。我真的非常荣幸能进入中国人民大学这所历史悠久闻名遐迩的学府就读，它是我们高三学生的理想国，实力突出，科研创新，而对贫困生更多了一些深厚的人文关怀。

当我拿到通知书的一刻，内心是非常激动的，我的爸爸妈妈也非常开心，他们辛苦了一辈子多半是为了今日。家里拿不出学费，学校给我办了助学贷款，让家里的负担减轻不少；生活费也有困难，立邦伸出了援手，再次感谢学校和立邦助学金的帮助！

有个书本中提到了一个著名的问题，叫穷人最缺的是什么？答案是野心。看到这个答案之后我有些无奈。野心意味着冒险和投资，对于手里只有很少很少资本的穷人需要多大的勇气才能踏出这一步？又有多大的能力去承担投资失败的后果？所以，与家境富裕的孩子相比，我们可能少一些恣意洒脱，多一些拘谨自制，因为我们没有挥霍的资本，因此更加珍惜学习机会。在高中期间我学习就十分努力，曾获得自治区化学竞赛二等奖和语文读写大赛自治区一等奖，并多次获得校三好学生称号。进入大学后，我非常荣幸地进入了法学新闻实验班进行跨专业的学习。作为一个大学生，我认为不仅要珍惜四年大学时光和学校的各种资源，也要学会承担社会责任。因此我加入了青年志愿者协会，曾在周末去沙利文聋哑儿童中心陪那些可爱的孩子们玩耍，在课余时间去参与支教助学，也曾深入社区参与社区普法互动。这些仅仅是大学的开始，展望未来大学四年，我相信我一定会做更多有意义的事情，充实的度过大学生活。

最后我想说，也许现在的我就像一只没有翅膀的小鹰，壮志满满，却无力飞翔，立邦助学金给我插上了一双飞翔的翅膀，助我飞得更高更远。而待我羽翼丰满之时，必将怀着感动，将这份爱带给更多的人。

娄芳宁
2013年12月

Distinguished leaders and fellow students,

Good morning. I am Lou Fangning, freshman in the legal news experimental class of the Law College, Renmin University of China. It's my great honor to share the story of me receiving the Nippon Paint Scholarship on behalf of all students.

First of all, please allow me to express my deep gratitude to Nippon Paint for your selfless help and faculties of this university for your selfless care and concern, all of which let us feel warmth since we entered the university. I feel very glad to be able to study in Renmin University of China, a historic and well-known university. It has been senior high school students' dreams due to its outstanding strength, research and innovation. More importantly, it provides human care to impoverished students.

Upon the reception of the admission letter, I was very excited and my parents also felt very happy. They had spent most of their life working hard for this day. When my family failed to afford the tuition, the university helped me with student loans, alleviating my family's burden. When I have difficulties with my living, Nippon Paint offered me the grant. I would like to say thank you again to both of you for your assistance.

A book mentions a famous question, that is, what are poor people badly in need of? The answer is ambition. Looking at the answer, I feel a bit helpless. Ambition means adventure and investment. How much courage will a poor person with only a little capital have to take the first step? How much strength will the poor person have to bear the consequence of investment failure? As a result, we may have less willful joy but more self-constraint compared with students from rich families. We do not have capitals that can be squandered, so we have to cherish our learning opportunities more. I have been studying hard since my senior high school years. I once won the second prize for chemistry competition and the first prize for Chinese reading and writing in the Autonomous Region. In addition, I have been a straight-A student for several times. After I entered the university, I feel greatly honored to enter the legal news experimental class for multi-disciplinary study. As a college student, I think we should not only make good use of the four-year college years and various resources in the university, but also shoulder social responsibilities. Having borne this in mind, I have joined the Youth Volunteer Association. We once went to Sullivan Deaf Children's Center to see and play with those lovely children. We went to support education in our spare time, and we also went to communities to popularize laws. All of these are just the beginning of our college life. Looking into the following four years in the university, I believe I will do more meaningful things and make good use of the college life.

At last, I want to say that I seem like a young hawk without wings at present, full of ambition but lacking ability to fly. It is Nippon Paint Scholarship that gives me wings and helps me fly higher. When I am on my full wings, I, touched in heart, will pass this love to more people.

Lou Fangning
December 2013

立时集团中国成员

Members of the Nipsea Group in China

立邦涂料（中国）有限公司

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立邦涂料（天津）有限公司

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传真：86-22-5969 0545

日涂（上海）涂料研究开发有限公司

成立时间：2007 年
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邮编：201201
电话：86-21-5838 2338
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成立时间：2007 年
江苏省常州市武进区横山桥镇
五一村委邱家村
邮编：213117
总机：86-519-8866 1182
传真：86-519-8866 1188

凯柏立邦汽车涂料（上海）有限公司

成立时间：2008 年
上海市浦东新区金桥出口加工区
创业路 287 号 301 室
邮编：201201
电话：86-21-5838 1068
传真：86-21-5838 5568

立邦投资有限公司

成立时间：2010 年
上海市浦东新区龙阳路 2277 号 12 楼
邮编：201204
总机：86-21-5010 1687
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立邦工业涂料（上海）有限公司

成立时间：2010 年
上海市金山区金山卫镇
老卫清路 1089 号 1 幢 1125 室
邮编：201512
总机：86-21-5838 4799
传真：86-21-5838 4882

立邦涂料（郑州）有限公司

成立时间：2011 年
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邮编：450000
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传真：86-371-8600 3937

立邦涂料（河北）有限公司

成立时间：2011 年
河北省廊坊市开发区花园道
邮编：065001
电话：86-316-608 8535
传真：86-316-608 7000

立邦涂料（沈阳）有限公司

成立时间：2013 年
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邮编：110101
电话：86-24-8984 1771
传真：86-24-8984 1772

Nippon Paint (China) Co., Ltd
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Pudong New District, Shanghai
Postcode: 201201
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Fax: 86-21-5838 4882

Langfang Nippon Paint Co., Ltd.
Year of Establishment: 1995
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Postcode: 065001
Tel: 86-316-608 8535
Fax: 86-316-608 7000

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Postcode: 510530
Tel: 86-20-2230 1888
Fax: 86-20-2230 1666

YSL Paint (Suzhou) Co., Ltd.
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Fax: 86-512-6593 0868

Nippon Paint (Chengdu) Co., Ltd.
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Postcode: 610100
Tel: 86-28-8843 8188
Fax: 86-28-8843 2105

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Nippon Paint (Shanghai) Research & Development Co.,Ltd.
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Postcode: 201201
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Year of Establishment: 2007
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Fax: 86-519-8866 1188

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Year of Establishment: 2008
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Postcode: 201201
Tel: 86-21-5838 1068
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Nippon Paint China Holdings Co.,Ltd.
Year of Establishment: 2010
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Postcode: 201204
Tel: 86-21-5010 1687
Fax: 86-21-5010 1102

Nippon Paint Industrial Coating (Shanghai) Co., Ltd.
Year of Establishment: 2010
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Jinshanwei Town, Jinshan District, Shanghai
Postcode: 201512
Tel: 86-21-5838 4799
Fax: 86-21-5838 4882

Nippon Paint (Zhengzhou) Co., Ltd.
Year of Establishment: 2011
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Postcode: 450000
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Nippon Paint (Hebei) Co., Ltd.
Year of Establishment: 2011
Huayuan Road, Development Zone, Langfang, Hebei
Postcode: 065001
Tel: 86-316-608 8535
Fax: 86-316-608 7000

Nippon Paint (Shenyang) Co., Ltd.
Year of Establishment: 2013
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Postcode: 110101
Tel: 86-24-8984 1771
Fax: 86-24-8984 1772



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